



COMMONWEALTH of VIRGINIA

Emily Anne Gullickson, M.Ed. J.D.
Superintendent of Public Instruction

DEPARTMENT OF EDUCATION
P.O. BOX 2120
RICHMOND, VA 23218-2120

Office: (804) 225-2057
Fax: (804) 371-2099

January 14, 2026

The Honorable Glenn Youngkin
Governor of Virginia
Patrick Henry Building, Third Floor
1111 East Broad Street
Richmond, Virginia 23219

The Honorable Luke E. Torian
Chair, House Appropriations Committee
General Assembly Building, Room 1223
201 North 9th Street
Richmond, VA 23219

The Honorable L. Louise Lucas
Chair, Senate Finance and Appropriations
Committee
General Assembly Building, Room 1404
P. O. Box 396
Richmond, VA 23218

Dear Governor Youngkin and Chairs Torian and Lucas:

Pursuant to [Item 125 B.12](#) (Chapter 725, 2025 Acts of Assembly), I am pleased to transmit the 2024-2025 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,

A handwritten signature in black ink, appearing to read "Emily Anne Gullickson".

Emily Anne Gullickson, M.Ed., J.D.
Superintendent of Public Instruction

EAG/eml

CC: The Honorable Aimee Rogstad Guidera
Virginia Secretary of Education

2024-2025 TEACHER SALARY SURVEY RESULTS

Item 125 B.12 (Chapter 725, 2025 Acts of Assembly)



DLAS DOCUMENT SUMMARY

DLAS Document

2024-2025 Teacher Salary Survey Results

Author

Department of Education

Enabling Authority

Item 125, paragraph B.12., Chapter 725, 2025 Virginia Acts of Assembly

EXECUTIVE SUMMARY

Item 125, paragraph B.12., Chapter 725, 2025 Virginia 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 (Department) 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 2024 and 2025. The report shows salary information from fiscal years 2024, 2025, and 2026 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 2025 to fiscal year 2026.

- The average budgeted classroom teacher salary for fiscal year 2026 is \$76,924; this is a 2.13 percent increase from fiscal year 2025 and a 7.20 percent increase from fiscal year 2024.
- The average budgeted assistant principal salary for fiscal year 2026 is \$111,488; this is a 3.84 percent increase from fiscal year 2025 and a 8.67 percent increase from fiscal year 2024.
- The average budgeted principal salary for fiscal year 2026 is \$134,672; this is a 5.44 percent increase from fiscal year 2025 and a 9.36 percent increase from fiscal year 2024.

The information in this report is based on certified financial data from school

divisions in the Annual School Report. When significant variances exist, the Department seeks confirmation from school divisions and requests corrections to the Annual School Report when necessary. This outreach includes, but is not limited to, communication on December 12, 2025, asking 49 school divisions and regional programs to review data before publication in the required report. Of these 49 school divisions and programs, 20 submitted corrected data, 7 indicated that no changes were necessary, and 22 did not respond. School divisions that reconfirmed their data or did not respond have certified all data included in this report. There are two school divisions that have not submitted their annual school reports and are noted in the report as “Did Not Submit” beginning on page 6. 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](#)" – see 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 K-12 education, including an 18 percent increase in teacher compensation, which is a compounded growth rate of 19.3% over the last four years.

TABLE OF CONTENTS

Statewide Averages – Summary	1
Classroom Teacher Salaries	1
Assistant Principal Salaries	1
Principal Salaries	1
Virginia Teacher Salaries Compared to National and Regional Averages	2
School Division and Regional Program Detail – Fiscal Years (FY) 2024, 2025, and 2026.....	4
Classroom Teacher Salaries - FY 2024, 2025, and 2026	4
Assistant Principal Salaries - FY 2024, 2025, and 2026	9
Principal Salaries - FY 2024, 2025, and 2026.....	13
School Division Narrative on Proposed FY 2026 Salary Actions	17
School Divisions – Counties.....	17
School Divisions - Cities	18
School Divisions - Towns.....	19
Governor's Schools.....	19
Special Education Regional Programs	20
Career and Technical Education Regional Programs.....	20
Regional Alternative Education Programs.....	20
Classroom Teacher Starting Salaries - FY 2026	22
Average Teacher Salaries By School - FY 2026	26
Appendix A.....	60
Mandate for the Reporting Requirement.....	60
Appendix B	61
Explanation of average salary calculations.....	61
Appendix C	62
5-Year Trend: Teacher salary increases by Division.....	62

STATEWIDE AVERAGES – SUMMARY

Classroom Teacher Salaries ¹

	Statewide:
FY 2024 Actual Average Teacher Salary	\$71,755
FY 2025 Actual Average Teacher Salary ²	\$75,323
Average Percentage Change, FY 2024 to FY 2025	4.97%
FY 2026 Budgeted Average Teacher Salary ³	\$76,924
Budgeted Percentage Change, FY 2025 to FY 2026	2.13%

Assistant Principal Salaries ¹

	Statewide:
FY 2024 Actual Average Assistant Principal Salary	\$102,595
FY 2025 Actual Average Assistant Principal Salary ²	\$107,364
Average Percentage Change, FY 2024 to FY 2025	4.65%
FY 2026 Budgeted Average Assistant Principal Salary ³	\$111,488
Budgeted Percentage Change, FY 2025 to FY 2026	3.84%

Principal Salaries ¹

	Statewide:
FY 2024 Actual Average Principal Salary	\$123,142
FY 2025 Actual Average Principal Salary ²	\$127,724
Average Percentage Change, FY 2024 to FY 2025	3.72%
FY 2026 Budgeted Average Principal Salary ³	\$134,672
Budgeted Percentage Change, FY 2025 to FY 2026	5.44%

¹ Includes school divisions and regional programs.

² 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 2024-2025 Annual School Report and certified by division superintendents. Averages calculated on the basis of statewide totals.

³ Based on certification by division superintendents of the average budgeted salary to be provided, as reported by school divisions and regional programs on the 2024-2025 Annual School Report. Averages calculated on the basis of statewide totals.

VIRGINIA TEACHER SALARIES COMPARED TO NATIONAL AND REGIONAL AVERAGES

Data Excerpted from the National Education Association's (NEA) "Rankings of the States 2024 and Estimates of School Statistics 2025" Report https://www.nea.org/resource-library/educator-pay-and-student-spending-how-does-your-state-rank/teacher		
<p>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.</p> <p>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.</p>		
From Rankings & Estimates 2024-2025, Rankings, Table B-6 Average Salaries (\$) of Public School Teachers, 2023–24		
Rank	State	School Year 2023–24 Average Salary
1	California	\$101,084
2	New York	\$95,615
3	Massachusetts	\$92,076
4	Washington	\$91,720
5	District of Columbia	\$86,663
6	Connecticut	\$86,511
7	Maryland	\$84,338
8	New Jersey	\$82,877
9	Rhode Island	\$82,189
10	Alaska	\$78,256
11	Oregon	\$77,130
12	Pennsylvania	\$76,961
13	Illinois	\$75,978
14	Hawaii	\$74,222
15	Minnesota	\$72,430
	United States	\$72,030
16	Delaware	\$71,186
17	Vermont	\$69,562
18	Utah	\$69,161
19	Michigan	\$69,067
20	Colorado	\$68,647
21	New Mexico	\$68,440

22	Ohio	\$68,236
23	Georgia	\$67,641
24	New Hampshire	\$67,170
25	Nevada	\$66,930
26	Virginia	\$66,327
27	Wisconsin	\$65,762
28	Wyoming	\$63,669
29	Arizona	\$62,714
30	Maine	\$62,570
31	Texas	\$62,463
32	Iowa	\$62,399
33	Alabama	\$61,912
34	Idaho	\$61,516
35	Oklahoma	\$61,330
36	South Carolina	\$60,763
37	Nebraska	\$60,239
38	Tennessee	\$58,630
39	Indiana	\$58,620
40	North Dakota	\$58,581
41	Arkansas	\$58,337
42	Kentucky	\$58,325
43	North Carolina	\$58,292
44	Kansas	\$58,146
45	Montana	\$57,556
46	South Dakota	\$56,328
47	Louisiana	\$55,911
48	West Virginia	\$55,516
49	Missouri	\$55,132
50	Florida	\$54,875
51	Mississippi	\$53,704

SCHOOL DIVISION AND REGIONAL PROGRAM DETAIL – FISCAL YEARS (FY) 2024, 2025, AND 2026

Classroom Teacher Salaries - FY 2024, 2025, and 2026

School Divisions - Counties

Virginia Department of Education 2025-2026 Salary Survey – Teachers Classroom Teacher Salary Survey (Including Librarians and School Counselors)						
Division	Name	FY 2024 Actual Average Teacher Salary – Including Librarians and School Counselors	FY 2025 Actual Average Teacher Salary – Including Librarians and School Counselors	FY 2024 to FY 2025 Percent Increase/ (Decrease)	FY 2026 Budgeted Average Teacher Salary – Including Librarians and School Counselors	FY 2025 to FY 2026 Percent Increase/ (Decrease)
001	Accomack County Public Schools	63,854	67,116	5.11%	67,057	(0.09%)
002	Albemarle County Public Schools	69,464	71,713	3.24%	69,398	(3.23%)
003	Alleghany County Public Schools	56,288	59,593	5.87%	54,829	(7.99%)
004	Amelia County Public Schools	59,817	61,120	2.18%	64,404	5.37%
005	Amherst County Public Schools	61,808	62,425	1.00%	63,869	2.31%
006	Appomattox County Public Schools	63,313	66,868	5.61%	65,883	(1.47%)
007	Arlington County Public Schools	98,737	102,190	3.50%	103,864	1.64%
008	Augusta County Public Schools	58,818	61,364	4.33%	58,770	(4.23%)
009	Bath County Public Schools	57,198	61,243	7.07%	56,659	(7.49%)
010	Bedford County Public Schools	55,540	56,620	1.94%	57,843	2.16%
011	Bland County Public Schools	57,713	52,977	(8.21%)	50,505	(4.67%)
012	Botetourt County Public Schools	64,936	66,627	2.60%	65,803	(1.24%)
013	Brunswick County Public Schools	46,306	63,221	36.53%	54,635	(13.58%)
014	Buchanan County Public Schools	51,093	51,001	(0.18%)	52,383	2.71%
015	Buckingham County Public Schools	50,870	55,852	9.79%	55,841	(0.02%)
016	Campbell County Public Schools	57,432	61,305	6.74%	65,632	7.06%
017	Caroline County Public Schools	56,868	57,674	1.42%	60,105	4.22%
018	Carroll County Public Schools	63,739	65,385	2.58%	55,884	(14.53%)
019	Charles City County Public Schools	57,092	56,653	(0.77%)	59,061	4.25%
020	Charlotte County Public Schools	57,025	60,710	6.46%	53,535	(11.82%)
021	Chesterfield County Public Schools	64,579	70,110	8.57%	67,293	(4.02%)
022	Clarke County Public Schools	64,686	68,362	5.68%	70,579	3.24%
023	Craig County Public Schools	51,538	55,608	7.90%	52,296	(5.96%)
024	Culpeper County Public Schools	62,381	67,985	8.98%	68,818	1.22%
025	Cumberland County Public Schools	60,153	70,258	16.80%	75,869	7.99%
026	Dickenson County Public Schools	51,737	56,034	8.30%	54,380	(2.95%)
027	Dinwiddie County Public Schools	73,434	74,376	1.28%	72,390	(2.67%)
028	Essex County Public Schools	52,571	Did Not Submit			
029	Fairfax County Public Schools ⁴	84,473	88,052	4.24%	94,983	7.87%
030	Fauquier County Public Schools ⁴	68,442	73,781	7.80%	70,251	(4.78%)
031	Floyd County Public Schools	55,725	57,151	2.56%	57,266	0.20%
032	Fluvanna County Public Schools	66,440	65,926	(0.77%)	62,426	(5.31%)
033	Franklin County Public Schools	53,045	59,083	11.38%	50,283	(14.89%)
034	Frederick County Public Schools	66,441	70,459	6.05%	71,972	2.15%
035	Giles County Public Schools	57,766	62,550	8.28%	58,176	(6.99%)
036	Gloucester County Public Schools	64,389	64,798	0.63%	64,135	(1.02%)
037	Goochland County Public Schools	64,740	70,572	9.01%	69,560	(1.43%)
038	Grayson County Public Schools	60,116	63,827	6.17%	62,866	(1.51%)
039	Greene County Public Schools	57,782	58,690	1.57%	62,480	6.46%
040	Greensville County Public Schools ⁵	56,331	58,209	3.33%	55,898	(3.97%)
041	Halifax County Public Schools	58,234	61,004	4.76%	65,139	6.78%
042	Hanover County Public Schools	61,612	64,550	4.77%	70,375	9.02%
043	Henrico County Public Schools	69,903	75,877	8.55%	67,032	(11.66%)
044	Henry County Public Schools	66,617	74,270	11.49%	65,755	(11.47%)
045	Highland County Public Schools	50,830	57,959	14.03%	55,543	(4.17%)
046	Isle Of Wight County Public Schools	66,180	68,552	3.58%	65,292	(4.76%)
048	King George County Public Schools	56,699	62,855	10.86%	71,506	13.76%
049	King And Queen County Public Schools	61,183	59,730	(2.37%)	66,136	10.72%
050	King William County Public Schools	57,663	53,480	(7.25%)	62,398	16.67%
051	Lancaster County Public Schools	60,859	67,993	11.72%	66,341	(2.43%)
052	Lee County Public Schools	57,169	56,756	(0.72%)	59,421	4.70%
053	Loudoun County Public Schools	87,532	91,978	5.08%	101,947	10.84%
054	Louisa County Public Schools	69,609	71,017	2.02%	66,732	(6.03%)
055	Lunenburg County Public Schools	65,934	58,382	(11.45%)	62,658	7.32%
056	Madison County Public Schools	55,340	58,556	5.81%	51,024	(12.86%)
057	Mathews County Public Schools	61,942	63,559	2.61%	65,137	2.48%
058	Mecklenburg County Public Schools	53,270	55,937	5.01%	62,965	12.56%

⁴ Data for Fairfax City is reported with Fairfax County.

⁵ Data for Emporia City is reported with Greensville County.

Virginia Department of Education 2025-2026 Salary Survey – Teachers <i>Classroom Teacher Salary Survey (Including Librarians and School Counselors)</i>						
Division	Name	FY 2024 Actual Average Teacher Salary – Including Librarians and School Counselors	FY 2025 Actual Average Teacher Salary – Including Librarians and School Counselors	FY 2024 to FY 2025 Percent Increase/ (Decrease)	FY 2026 Budgeted Average Teacher Salary – Including Librarians and School Counselors	FY 2025 to FY 2026 Percent Increase/ (Decrease)
059	Middlesex County Public Schools	60,457	61,157	1.16%	60,567	(0.97%)
060	Montgomery County Public Schools	60,248	67,661	12.30%	67,422	(0.35%)
062	Nelson County Public Schools	61,865	65,956	6.61%	67,873	2.91%
063	New Kent County Public Schools	62,721	65,500	4.43%	66,691	1.82%
065	Northampton County Public Schools	55,678	63,402	13.87%	63,635	0.37%
066	Northumberland County Public Schools	75,544	Did Not Submit			
067	Nottoway County Public Schools	61,813	58,911	(4.69%)	57,122	(3.04%)
068	Orange County Public Schools	59,621	64,779	8.65%	61,811	(4.58%)
069	Page County Public Schools	55,916	56,408	0.88%	62,514	10.82%
070	Patrick County Public Schools	54,834	52,323	(4.58%)	48,753	(6.82%)
071	Pittsylvania County Public Schools	58,400	60,197	3.08%	62,668	4.10%
072	Powhatan County Public Schools	60,405	65,360	8.20%	66,411	1.61%
073	Prince Edward County Public Schools	62,547	65,092	4.07%	63,903	(1.83%)
074	Prince George County Public Schools	65,138	65,651	0.79%	69,868	6.42%
075	Prince William County Public Schools	83,096	86,966	4.66%	92,759	6.66%
077	Pulaski County Public Schools	56,873	59,183	4.06%	56,472	(4.58%)
078	Rappahannock County Public Schools	69,654	71,971	3.33%	70,948	(1.42%)
079	Richmond County Public Schools	58,371	64,759	10.94%	58,930	(9.00%)
080	Roanoke County Public Schools	60,882	62,714	3.01%	68,110	8.60%
081	Rockbridge County Public Schools	59,392	62,567	5.35%	61,828	(1.18%)
082	Rockingham County Public Schools	61,445	64,095	4.31%	63,334	(1.19%)
083	Russell County Public Schools	47,295	49,519	4.70%	58,737	18.62%
084	Scott County Public Schools	53,409	60,961	14.14%	60,515	(0.73%)
085	Shenandoah County Public Schools	63,388	62,901	(0.77%)	64,680	2.83%
086	Smyth County Public Schools	54,819	60,729	10.78%	57,903	(4.65%)
087	Southampton County Public Schools	57,672	57,122	(0.95%)	63,164	10.58%
088	Spotsylvania County Public Schools	66,684	68,011	1.99%	72,397	6.45%
089	Stafford County Public Schools	73,490	76,201	3.69%	72,385	(5.01%)
090	Surry County Public Schools	60,241	61,260	1.69%	60,647	(1.00%)
091	Sussex County Public Schools	61,572	62,237	1.08%	63,088	1.37%
092	Tazewell County Public Schools	54,407	59,430	9.23%	58,557	(1.47%)
093	Warren County Public Schools	63,874	67,566	5.78%	61,213	(9.40%)
094	Washington County Public Schools	60,300	62,381	3.45%	67,424	8.08%
095	Westmoreland County Public Schools	67,005	67,309	0.45%	67,580	0.40%
096	Wise County Public Schools	54,234	63,337	16.78%	61,689	(2.60%)
097	Wythe County Public Schools 4	57,117	59,270	3.77%	56,065	(5.41%)
098	York County Public Schools	62,404	65,165	4.42%	63,883	(1.97%)

School Divisions – Cities

Virginia Department of Education 2025-2026 Salary Survey – Teachers <i>Classroom Teacher Salary Survey (Including Librarians and School Counselors)</i>						
Division	Name	FY 2024 Actual Average Teacher Salary – Including Librarians and School Counselors	FY 2025 Actual Average Teacher Salary – Including Librarians and School Counselors	FY 2024 to FY 2025 Percent Increase/ (Decrease)	FY 2026 Budgeted Average Teacher Salary – Including Librarians and School Counselors	FY 2025 to FY 2026 Percent Increase/ (Decrease)
101	Alexandria City Public Schools	88,784	92,691	4.40%	95,964	3.53%
102	Bristol City Public Schools	56,870	58,754	3.31%	57,898	(1.46%)
103	Buena Vista City Public Schools	67,576	49,969	(26.05%)	53,143	6.35%
104	Charlottesville City Public Schools	74,736	70,948	(5.07%)	76,605	7.97%
106	Colonial Heights City Public Schools	71,677	71,582	(0.13%)	68,840	(3.83%)
108	Danville City Public Schools	61,885	58,735	(5.09%)	60,953	3.78%
109	Falls Church City Public Schools	96,778	104,146	7.61%	124,629	19.67%
110	Fredericksburg City Public Schools	66,538	68,980	3.67%	68,290	(1.00%)
111	Galax City Public Schools	57,099	64,278	12.57%	66,427	3.34%
112	Hampton City Public Schools	58,903	65,632	11.42%	62,695	(4.48%)
113	Harrisonburg City Public Schools	65,139	65,760	0.95%	68,644	4.39%
114	Hopewell City Public Schools	64,409	65,945	2.38%	64,790	(1.75%)
115	Lynchburg City Public Schools	59,757	64,588	8.09%	59,781	(7.44%)
116	Martinsville City Public Schools	55,088	58,604	6.38%	57,775	(1.42%)
117	Newport News City Public Schools	71,684	73,801	2.95%	69,798	(5.42%)
118	Norfolk City Public Schools	72,373	77,415	6.97%	67,682	(12.57%)
119	Norton City Public Schools	49,080	57,042	16.22%	69,111	21.16%

Virginia Department of Education 2025-2026 Salary Survey – Teachers <i>Classroom Teacher Salary Survey (Including Librarians and School Counselors)</i>						
Division	Name	FY 2024 Actual Average Teacher Salary – Including Librarians and School Counselors	FY 2025 Actual Average Teacher Salary – Including Librarians and School Counselors	FY 2024 to FY 2025 Percent Increase/ (Decrease)	FY 2026 Budgeted Average Teacher Salary – Including Librarians and School Counselors	FY 2025 to FY 2026 Percent Increase/ (Decrease)
120	Petersburg City Public Schools	61,874	62,834	1.55%	79,218	26.08%
121	Portsmouth City Public Schools	65,233	68,632	5.21%	80,307	17.01%
122	Radford City Public Schools	57,572	61,765	7.28%	69,523	12.56%
123	Richmond City Public Schools	65,404	67,736	3.57%	72,303	6.74%
124	Roanoke City Public Schools	69,733	72,103	3.40%	68,406	(5.13%)
126	Staunton City Public Schools	61,922	63,316	2.25%	62,877	(0.69%)
127	Suffolk City Public Schools	68,695	75,454	9.84%	66,790	(11.48%)
128	Virginia Beach City Public Schools	69,954	75,287	7.62%	73,142	(2.85%)
130	Waynesboro City Public Schools	59,620	62,981	5.64%	60,745	(3.55%)
131	Williamsburg Public Schools ⁶	69,831	72,794	4.24%	70,453	(3.22%)
132	Winchester City Public Schools	69,058	69,897	1.22%	70,922	1.47%
135	Franklin City Public Schools	63,019	64,717	2.69%	70,281	8.60%
136	Chesapeake City Public Schools	72,373	68,115	(5.88%)	75,323	10.58%
137	Lexington City Public Schools	60,420	60,735	0.52%	62,286	2.55%
139	Salem City Public Schools	68,409	73,392	7.28%	71,918	(2.01%)
142	Poquoson City Public Schools	60,496	64,786	7.09%	62,137	(4.09%)
143	Manassas City Public Schools	83,658	88,239	5.48%	88,485	0.28%
144	Manassas Park City Public Schools	72,793	81,091	11.40%	74,017	(8.72%)

School Divisions - Towns

Virginia Department of Education 2025-2026 Salary Survey – Teachers <i>Classroom Teacher Salary Survey (Including Librarians and School Counselors)</i>						
Division	Name	FY 2024 Actual Average Teacher Salary – Including Librarians and School Counselors	FY 2025 Actual Average Teacher Salary – Including Librarians and School Counselors	FY 2024 to FY 2025 Percent Increase/ (Decrease)	FY 2026 Budgeted Average Teacher Salary – Including Librarians and School Counselors	FY 2025 to FY 2026 Percent Increase/ (Decrease)
202	Colonial Beach Public Schools	66,056	64,042	(3.05%)	61,545	(3.90%)
207	West Point Public Schools	66,773	69,398	3.93%	60,084	(13.42%)
Average for School Divisions ⁷ :		71,780	75,333	4.95%	76,916	2.10%

Governor's Schools

Virginia Department of Education 2025-2026 Salary Survey – Teachers <i>Classroom Teacher Salary Survey (Including Librarians and School Counselors)</i>						
Division	Name	FY 2024 Actual Average Teacher Salary – Including Librarians and School Counselors	FY 2025 Actual Average Teacher Salary – Including Librarians and School Counselors	FY 2024 to FY 2025 Percent Increase/ (Decrease)	FY 2026 Budgeted Average Teacher Salary – Including Librarians and School Counselors	FY 2025 to FY 2026 Percent Increase/ (Decrease)
260	Central Virginia Governor's School	76,328	81,134	6.30%	78,678	(3.03%)
261	Southwest Virginia Governor's School	67,537	70,799	4.83%	71,957	1.64%
262	Governor's School For The Arts	54,607	66,073	21.00%	62,143	(5.95%)
263	Roanoke Valley Governor's School	75,592	75,550	(0.06%)	75,962	0.55%
264	New Horizons Governor's School	76,342	80,292	5.17%	83,907	4.50%
265	Shenandoah Valley Governor's School	67,226	65,871	(2.02%)	67,732	2.83%
266	Governor's School Global Economics/Tech	64,919	66,472	2.39%	68,889	3.64%
267	Appomattox Regional Governor's School	62,449	67,334	7.82%	67,630	0.44%
268	A. Linwood Holton Governor's School	76,184	92,644	21.60%	92,644	0.00%
269	Chesapeake Bay Governor's School	69,005	74,702	8.26%	74,702	0.00%
270	Commonwealth Governor's School	71,659	87,658	22.33%	85,604	(2.34%)
271	Maggie L. Walker Governor's School	67,848	74,081	9.19%	70,692	(4.57%)
272	Thomas Jefferson High School	99,962	109,608	9.65%	118,751	8.34%
273	Blue Ridge Governor's School	50,678	53,411	5.39%	55,714	4.31%
274	Jackson River Governor's School	-	-		-	
275	Massanutten Governor's School	68,690	72,351	5.33%	70,534	(2.51%)
276	Piedmont Governor's School	59,077	55,413	(6.20%)	63,395	14.40%
277	Mountain Vista Governor's School	80,789	77,829	(3.66%)	82,377	5.84%
278	Governor's School at Innovation Park	88,849	93,859	5.64%	111,278	18.56%
Average for Governor's Schools ⁷ :		78,579	85,611	8.95%	88,529	3.41%

⁶ Data for James City County is reported with Williamsburg City.

⁷ Average calculated on the basis of statewide totals.

Special Education Regional Programs

Virginia Department of Education 2025-2026 Salary Survey – Teachers <i>Classroom Teacher Salary Survey (Including Librarians and School Counselors)</i>						
Division	Name	FY 2024 Actual Average Teacher Salary – Including Librarians and School Counselors	FY 2025 Actual Average Teacher Salary – Including Librarians and School Counselors	FY 2024 to FY 2025 Percent Increase/ (Decrease)	FY 2026 Budgeted Average Teacher Salary – Including Librarians and School Counselors	FY 2025 to FY 2026 Percent Increase/ (Decrease)
281	Middle Peninsula Special Education Program	60,085	63,380	5.48%	71,772	13.24%
282	Laurel Regional Special Education Center	68,642	65,470	(4.62%)	65,057	(0.63%)
283	Northern Neck Special Education Program	57,125	65,604	14.84%	51,045	(22.19%)
284	Northwestern Regional Education Program	62,482	72,019	15.26%	66,382	(7.83%)
285	Peninsula Area Cooperative Education Services	65,908	72,785	10.43%	75,741	4.06%
286	Piedmont Regional Education Program	93,402	66,060	(29.27%)	74,587	12.91%
287	Shenandoah Valley Regional Program	-	-		-	
288	Southeastern Cooperative Educational Program	58,639	65,885	12.36%	76,167	15.61%
290	N. Virginia Regional Special Education Program	-	-		-	
292	Henry Co/Martinsville Regional Program	56,374	59,952	6.35%	62,242	3.82%
299	Roanoke Valley Regional Board	-	-		-	
Average for Special Education Programs ⁷ :		61,671 10.11%	67,150	8.88%	73,940	

Career and Technical Education Regional Programs

Virginia Department of Education 2025-2026 Salary Survey – Teachers <i>Classroom Teacher Salary Survey (Including Librarians and School Counselors)</i>						
Division	Name	FY 2024 Actual Average Teacher Salary – Including Librarians and School Counselors	FY 2025 Actual Average Teacher Salary – Including Librarians and School Counselors	FY 2024 to FY 2025 Percent Increase/ (Decrease)	FY 2026 Budgeted Average Teacher Salary – Including Librarians and School Counselors	FY 2025 to FY 2026 Percent Increase/ (Decrease)
304	Massanutten Technical Center	69,396	70,016	0.89%	66,088	(5.61%)
306	Valley Vocational-Technical Center	61,973	63,675	2.75%	71,027	11.55%
307	New Horizons Regional Education Center	71,520	73,477	2.74%	75,281	2.46%
309	Rowanty Vocational-Technical Center	80,031	65,648	(17.97%)	-	
310	Northern Neck Vocational-Technical Center	60,291	63,631	5.54%	58,995	(7.29%)
311	Amelia-Nottoway Vocational-Technical Center	55,232	60,865	10.20%	60,273	(0.97%)
313	Bridging Communities Career and Technical Center	64,718	66,540	2.82%	68,328	2.69%
Average for Career and Technical Education Programs ⁷ :		69,103	67,686	(2.05%)	63,265	(6.53%)

4

Regional Alternative Education Programs

Virginia Department of Education 2025-2026 Salary Survey – Teachers <i>Classroom Teacher Salary Survey (Including Librarians and School Counselors)</i>						
Division	Name	FY 2024 Actual Average Teacher Salary – Including Librarians and School Counselors	FY 2025 Actual Average Teacher Salary – Including Librarians and School Counselors	FY 2024 to FY 2025 Percent Increase/ (Decrease)	FY 2026 Budgeted Average Teacher Salary – Including Librarians and School Counselors	FY 2025 to FY 2026 Percent Increase/ (Decrease)
401	Lynchburg City Secondary Alternative	57,731	72,989	26.43%	72,865	(0.17%)
402	Enterprise Academy/Newport News City	91,478	80,903	(11.56%)	74,553	(7.85%)
403	Tidewater Regional Alternative Education	58,820	59,863	1.77%	74,204	23.96%
404	Regional Alternative Plus Self Project/Roanoke	73,698	79,668	8.10%	81,660	2.50%
405	Transition Support Resource Center/Fairfax	86,316	87,764	1.68%	101,039	15.13%
406	Project Return/Fluvanna County	53,160	53,500	0.64%	54,000	0.93%
407	Behav Disord Youth/Montgomery	63,971	70,503	10.21%	71,171	0.95%
408	Petersburg Regional Alternative	98,138	58,846	(40.04%)	61,800	5.02%
409	Regional Alternative/Pittsylvania Co	55,261	48,138	(12.89%)	58,679	21.90%
410	Project Return/Powhatan Co	69,351	79,133	14.11%	81,321	2.77%
411	Crossroads Alternative/Bristol City	53,430	50,585	(5.32%)	53,574	5.91%
412	Metro Richmond Alternative Ed	53,301	54,111	1.52%	57,402	6.08%
413	Regional Alternative Ed/Stafford Co	78,267	74,311	(5.05%)	83,863	12.85%
414	Southside L.I.N.K. Project/Brunswick Co	39,993	55,324	38.34%	55,256	(0.12%)
415	Regional Alternative Ed/King William	47,033	49,254	4.72%	75,572	53.43%
416	New Dominion/Prince William Co	89,931	95,175	5.83%	95,060	(0.12%)
417	Project Bridge/Russell Co	47,072	54,751	16.31%	56,426	3.06%

Virginia Department of Education 2025-2026 Salary Survey – Teachers <i>Classroom Teacher Salary Survey (Including Librarians and School Counselors)</i>						
Division	Name	FY 2024 Actual Average Teacher Salary – Including Librarians and School Counselors	FY 2025 Actual Average Teacher Salary – Including Librarians and School Counselors	FY 2024 to FY 2025 Percent Increase/ (Decrease)	FY 2026 Budgeted Average Teacher Salary – Including Librarians and School Counselors	FY 2025 to FY 2026 Percent Increase/ (Decrease)
418	Regional Alternative/Wythe Co	76,687	61,648	(19.61%)	64,477	4.59%
420	Piedmont Alternative School	21,945	24,358	11.00%	19,750	(18.92%)
421	Northern Neck Regional Alternative Education	56,259	66,040	17.38%	67,865	2.76%
423	Breaking Barriers Alternative Ed/Henry Co	32,941	33,067	0.38%	33,028	(0.12%)
424	Carroll/Galax/Joy Ranch Reg Alternative Ed	68,314	58,042	(15.04%)	57,789	(0.44%)
426	Regional Learning Academy/Wise Co	67,264	52,421	(22.07%)	46,853	(10.62%)
427	Regional Community Alternative Ed Continuum	62,048	67,162	8.24%	68,190	1.53%
428	Project Renew/Northampton Co	62,328	64,327	3.21%	63,946	(0.59%)
429	Renaissance/Scott Co	57,696	65,360	13.28%	65,360	0.00%
431	Regional Alternative Education Center/Buena Vista	72,878	76,045	4.34%	76,045	0.00%
432	Code RVA	60,078	80,844	34.57%	80,844	0.00%
433	Valley Regional Alternative Ed	61,887	64,855	4.80%	66,689	2.83%
Average for Regional Alternative Education Programs ⁷ :		64,301	67,990	5.74%	71,465	5.11%
Statewide Average ⁷ :		71,755	75,323	4.97%	76,924	2.13%

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

Assistant Principal Salaries - FY 2024, 2025, and 2026

School Divisions – Counties

Virginia Department of Education 2025-2026 Salary Survey - Assistant Principals						
Division	Name	FY 2024 Actual Average Assistant Principal Salary	FY 2025 Actual Average Assistant Principal Salary	FY 2024 to FY 2025 Percent Increase/ (Decrease)	FY 2026 Budgeted Average Assistant Principal Salary	FY 2025 to FY 2026 Percent Increase/ (Decrease)
001	Accomack County Public Schools	68,058	83,845	23.20%	81,930	(2.28%)
002	Albemarle County Public Schools	107,600	111,369	3.50%	116,837	4.91%
003	Alleghany County Public Schools	86,524	91,040	5.22%	91,040	0.00%
004	Amelia County Public Schools	78,798	87,265	10.75%	86,286	(1.12%)
005	Amherst County Public Schools	80,722	82,112	1.72%	86,389	5.21%
006	Appomattox County Public Schools	71,833	71,140	(0.96%)	86,358	21.39%
007	Arlington County Public Schools	143,360	149,725	4.44%	149,725	0.00%
008	Augusta County Public Schools	88,645	89,524	0.99%	90,708	1.32%
009	Bath County Public Schools	-	-		-	
010	Bedford County Public Schools	82,878	82,669	(0.25%)	91,965	11.24%
011	Bland County Public Schools	87,246	64,836	(25.69%)	69,311	6.90%
012	Botetourt County Public Schools	87,465	88,343	1.00%	88,651	0.35%
013	Brunswick County Public Schools	84,397	87,530	3.71%	87,530	0.00%
014	Buchanan County Public Schools	61,958	64,082	3.43%	131,864	105.77%
015	Buckingham County Public Schools	92,037	92,976	1.02%	89,338	(3.91%)
016	Campbell County Public Schools	87,916	89,927	2.29%	102,499	13.98%
017	Caroline County Public Schools	84,255	92,549	9.84%	90,522	(2.19%)
018	Carroll County Public Schools	96,309	95,263	(1.09%)	97,070	1.90%
019	Charles City County Public Schools	84,720	87,060	2.76%	89,697	3.03%
020	Charlotte County Public Schools	81,062	80,860	(0.25%)	80,054	(1.00%)
021	Chesterfield County Public Schools	88,186	95,606	8.41%	95,157	(0.47%)
022	Clarke County Public Schools	88,849	89,918	1.20%	93,810	4.33%
023	Craig County Public Schools	65,490	66,306	1.25%	64,817	(2.25%)
024	Culpeper County Public Schools	94,398	101,501	7.52%	103,336	1.81%
025	Cumberland County Public Schools	84,855	84,395	(0.54%)	90,765	7.55%
026	Dickenson County Public Schools	67,743	77,094	13.80%	74,020	(3.99%)
027	Dinwiddie County Public Schools	93,217	130,113	39.58%	93,571	(28.09%)
028	Essex County Public Schools	66,688	Did Not Submit			
029	Fairfax County Public Schools ⁴	129,523	135,938	4.95%	146,807	8.00%
030	Fauquier County Public Schools	96,402	96,470	0.07%	103,763	7.56%
031	Floyd County Public Schools	81,869	84,321	2.99%	86,577	2.68%
032	Fluvanna County Public Schools	87,491	90,117	3.00%	88,289	(2.03%)
033	Franklin County Public Schools	87,797	88,746	1.08%	82,446	(7.10%)
034	Frederick County Public Schools	99,291	104,315	5.06%	107,912	3.45%
035	Giles County Public Schools	71,261	74,336	4.31%	77,109	3.73%
036	Gloucester County Public Schools ⁴	97,617	99,355	1.78%	91,495	(7.91%)
037	Goochland County Public Schools	91,318	91,135	(0.20%)	93,557	2.66%
038	Grayson County Public Schools	70,278	77,484	10.25%	78,168	0.88%
039	Greene County Public Schools	82,926	83,663	0.89%	90,545	8.23%
040	Greensville County Public Schools ⁵	77,489	79,783	2.96%	82,177	3.00%
041	Halifax County Public Schools	87,637	94,742	8.11%	85,267	(10.00%)
042	Hanover County Public Schools	89,959	90,346	0.43%	95,498	5.70%
043	Henrico County Public Schools	92,458	101,243	9.50%	95,371	(5.80%)
044	Henry County Public Schools	88,804	102,950	15.93%	88,715	(13.83%)
045	Highland County Public Schools	-	-		-	
046	Isle Of Wight County Public Schools	77,070	83,755	8.67%	87,089	3.98%
048	King George County Public Schools	109,067	103,847	(4.79%)	107,515	3.53%
049	King And Queen County Public Schools	73,750	78,056	5.84%	88,550	13.44%
050	King William County Public Schools	87,796	81,629	(7.02%)	82,818	1.46%
051	Lancaster County Public Schools	77,122	89,989	16.68%	89,989	(0.00%)
052	Lee County Public Schools	72,772	76,992	5.80%	77,425	0.56%
053	Loudoun County Public Schools	119,394	127,270	6.60%	134,290	5.52%
054	Louisa County Public Schools	106,269	111,976	5.37%	113,351	1.23%
055	Lunenburg County Public Schools	83,751	70,874	(15.38%)	85,245	20.28%
056	Madison County Public Schools	79,557	85,576	7.57%	102,866	20.20%
057	Mathews County Public Schools	78,021	84,415	8.20%	88,142	4.41%
058	Mecklenburg County Public Schools	75,029	68,496	(8.71%)	64,760	(5.45%)
059	Middlesex County Public Schools	87,758	85,944	(2.07%)	86,243	0.35%
060	Montgomery County Public Schools	92,665	87,820	(5.23%)	91,893	4.64%
062	Nelson County Public Schools	107,131	80,197	(25.14%)	95,926	19.61%
063	New Kent County Public Schools	80,869	87,735	8.49%	90,367	3.00%
065	Northampton County Public Schools	75,056	77,282	2.97%	84,245	9.01%
066	Northumberland County Public Schools	85,486	Did Not Submit			
067	Nottoway County Public Schools	92,696	72,493	(21.79%)	80,590	11.17%
068	Orange County Public Schools	81,494	95,004	16.58%	103,867	9.33%

Virginia Department of Education 2025-2026 Salary Survey - Assistant Principals						
Division	Name	FY 2024 Actual Average Assistant Principal Salary	FY 2025 Actual Average Assistant Principal Salary	FY 2024 to FY 2025 Percent Increase/ (Decrease)	FY 2026 Budgeted Average Assistant Principal Salary	FY 2025 to FY 2026 Percent Increase/ (Decrease)
069	Page County Public Schools	99,941	77,503	(22.45%)	83,358	7.56%
070	Patrick County Public Schools	78,854	84,662	7.36%	82,309	(2.78%)
071	Pittsylvania County Public Schools	76,838	76,739	(0.13%)	81,089	5.67%
072	Powhatan County Public Schools	81,558	88,904	9.01%	91,424	2.83%
073	Prince Edward County Public Schools	85,300	89,118	4.48%	106,496	19.50%
074	Prince George County Public Schools	65,099	82,175	26.23%	86,177	4.87%
075	Prince William County Public Schools	112,569	117,597	4.47%	132,595	12.75%
077	Pulaski County Public Schools	82,843	95,506	15.28%	86,368	(9.57%)
078	Rappahannock County Public Schools	73,713	72,288	(1.93%)	90,862	25.69%
079	Richmond County Public Schools	81,522	82,509	1.21%	81,420	(1.32%)
080	Roanoke County Public Schools	79,796	83,442	4.57%	86,696	3.90%
081	Rockbridge County Public Schools	84,891	87,960	3.62%	85,286	(3.04%)
082	Rockingham County Public Schools	84,612	87,829	3.80%	92,188	4.96%
083	Russell County Public Schools	62,436	71,667	14.78%	77,593	8.27%
084	Scott County Public Schools	66,318	67,351	1.56%	72,062	6.99%
085	Shenandoah County Public Schools	90,236	93,779	3.93%	101,275	7.99%
086	Smyth County Public Schools	82,317	88,116	7.04%	90,094	2.25%
087	Southampton County Public Schools	73,991	74,910	1.24%	83,693	11.72%
088	Spotsylvania County Public Schools	108,402	111,741	3.08%	120,369	7.72%
089	Stafford County Public Schools	110,698	117,482	6.13%	123,238	4.90%
090	Surry County Public Schools	77,107	85,859	11.35%	70,935	(17.38%)
091	Sussex County Public Schools	76,068	79,774	4.87%	80,027	0.32%
092	Tazewell County Public Schools	79,865	82,733	3.59%	83,965	1.49%
093	Warren County Public Schools	98,699	99,264	0.57%	102,594	3.35%
094	Washington County Public Schools	84,575	91,546	8.24%	91,346	(0.22%)
095	Westmoreland County Public Schools	80,215	90,005	12.20%	92,227	2.47%
096	Wise County Public Schools	79,423	88,962	12.01%	76,738	(13.74%)
097	Wythe County Public Schools	82,095	83,252	1.41%	85,921	3.21%
098	York County Public Schools	86,272	89,193	3.39%	92,333	3.52%

School Divisions - Cities

Virginia Department of Education 2025-2026 Salary Survey - Assistant Principals						
Division	Name	FY 2024 Actual Average Assistant Principal Salary	FY 2025 Actual Average Assistant Principal Salary	FY 2024 to FY 2025 Percent Increase/ (Decrease)	FY 2026 Budgeted Average Assistant Principal Salary	FY 2025 to FY 2026 Percent Increase/ (Decrease)
101	Alexandria City Public Schools	129,037	136,138	5.50%	147,296	8.20%
102	Bristol City Public Schools	88,357	97,637	10.50%	101,547	4.01%
103	Buena Vista City Public Schools	84,989	89,238	5.00%	91,916	3.00%
104	Charlottesville City Public Schools ⁴	89,391	98,778	10.50%	96,089	(2.72%)
106	Colonial Heights City Public Schools	98,738	92,802	(6.01%)	95,560	2.97%
108	Danville City Public Schools	79,641	79,342	(0.38%)	90,516	14.08%
109	Falls Church City Public Schools	146,487	147,581	0.75%	106,906	(27.56%)
110	Fredericksburg City Public Schools	110,653	103,155	(6.78%)	97,748	(5.24%)
111	Galax City Public Schools	76,926	80,044	4.05%	77,212	(3.54%)
112	Hampton City Public Schools	87,143	93,418	7.20%	98,467	5.40%
113	Harrisonburg City Public Schools	92,112	93,763	1.79%	97,545	4.03%
114	Hopewell City Public Schools	91,701	89,527	(2.37%)	101,150	12.98%
115	Lynchburg City Public Schools	79,046	81,717	3.38%	81,717	0.00%
116	Martinsville City Public Schools	74,384	77,614	4.34%	86,770	11.80%
117	Newport News City Public Schools	121,619	99,092	(18.52%)	98,933	(0.16%)
118	Norfolk City Public Schools	92,447	103,212	11.64%	104,654	1.40%
119	Norton City Public Schools	86,039	90,122	4.75%	93,500	3.75%
120	Petersburg City Public Schools	104,969	109,261	4.09%	89,926	(17.70%)
121	Portsmouth City Public Schools	89,385	96,624	8.10%	102,861	6.46%
122	Radford City Public Schools	74,569	85,885	15.18%	86,441	0.65%
123	Richmond City Public Schools	97,273	98,805	1.58%	101,428	2.65%
124	Roanoke City Public Schools	76,939	79,643	3.51%	84,221	5.75%
126	Staunton City Public Schools	87,416	75,244	(13.92%)	87,695	16.55%
127	Suffolk City Public Schools	88,836	91,510	3.01%	93,389	2.05%
128	Virginia Beach City Public Schools	88,785	91,048	2.55%	93,748	2.97%
130	Waynesboro City Public Schools	79,682	84,891	6.54%	85,973	1.27%
131	Williamsburg Public Schools ⁶	79,736	87,815	10.13%	90,749	3.34%
132	Winchester City Public Schools	90,898	96,186	5.82%	103,146	7.24%
135	Franklin City Public Schools	83,645	83,086	(0.67%)	88,293	6.27%
136	Chesapeake City Public Schools	97,490	101,055	3.66%	107,447	6.32%
137	Lexington City Public Schools	-	-		-	
139	Salem City Public Schools	88,172	92,762	5.21%	92,703	(0.06%)
142	Poquoson City Public Schools	79,066	81,223	2.73%	87,843	8.15%

Virginia Department of Education 2025-2026 Salary Survey - Assistant Principals						
Division	Name	FY 2024 Actual Average Assistant Principal Salary	FY 2025 Actual Average Assistant Principal Salary	FY 2024 to FY 2025 Percent Increase/ (Decrease)	FY 2026 Budgeted Average Assistant Principal Salary	FY 2025 to FY 2026 Percent Increase/ (Decrease)
143	Manassas City Public Schools	125,047	137,120	9.65%	148,930	8.61%
144	Manassas Park City Public Schools	115,137	120,964	5.06%	125,930	4.11%

School Divisions – Towns

Virginia Department of Education 2025-2026 Salary Survey - Assistant Principals						
Division	Name	FY 2024 Actual Average Assistant Principal Salary	FY 2025 Actual Average Assistant Principal Salary	FY 2024 to FY 2025 Percent Increase/ (Decrease)	FY 2026 Budgeted Average Assistant Principal Salary	FY 2025 to FY 2026 Percent Increase/ (Decrease)
202	Colonial Beach Public Schools	74,070	77,512	4.65%	75,530	(2.56%)
207	West Point Public Schools	83,626	86,135	3.00%	91,591	6.34%
Average for School Divisions ⁷ :		96,910	107,330	10.75%	111,446	3.83%

Governor's Schools

Virginia Department of Education 2025-2026 Salary Survey - Assistant Principals						
Division	Name	FY 2024 Actual Average Assistant Principal Salary	FY 2025 Actual Average Assistant Principal Salary	FY 2024 to FY 2025 Percent Increase/ (Decrease)	FY 2026 Budgeted Average Assistant Principal Salary	FY 2025 to FY 2026 Percent Increase/ (Decrease)
260	Central Virginia Governor's School	-	-		-	
261	Southwest Virginia Governor's School	-	-		-	
262	Governor's School For The Arts	101,758	99,019	(2.69%)	99,019	0.00%
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	107,316	112,216	4.57%	125,966	12.25%
272	Thomas Jefferson High School	150,974	151,438	0.31%	156,031	3.03%
273	Blue Ridge Governor's School	-	-		-	
274	Jackson River Governor's School	-	-		-	
275	Massanutten Governor's School	-	-		-	
276	Piedmont Governor's School	-	-		-	
277	Mountain Vista Governor's School	-	-		-	
278	Governor's School at Innovation Park	-	-		-	
Average for Governor's Schools ⁷ :		136,092	132,743	(2.46%)	139,297	4.94%

Special Education Regional Programs

Virginia Department of Education 2025-2026 Salary Survey - Assistant Principals						
Division	Name	FY 2024 Actual Average Assistant Principal Salary	FY 2025 Actual Average Assistant Principal Salary	FY 2024 to FY 2025 Percent Increase/ (Decrease)	FY 2026 Budgeted Average Assistant Principal Salary	FY 2025 to FY 2026 Percent Increase/ (Decrease)
281	Middle Peninsula Special Education Program	-	-		-	
282	Laurel Regional Special Education Center	-	-		-	
283	Northern Neck Special Education Program	-	-		-	
284	Northwestern Regional Education Program	117,360	94,293	(19.65%)	117,092	24.18%
285	Peninsula Area Cooperative Education Services	-	-		-	
286	Piedmont Regional Education Program	-	-		-	
287	Shenandoah Valley Regional Program	-	-		-	
288	Southeastern Cooperative Educational Program	-	-		109,981	
290	N. Virginia Regional Special Education Program	-	-		-	
292	Henry Co/Martinsville Regional Program	-	-		-	
299	Roanoke Valley Regional Board	-	-		-	
Average for Special Education Programs ⁷ :		111,771	94,293	(15.64%)	111,654	18.41%

Career and Technical Education Regional Programs

Virginia Department of Education 2025-2026 Salary Survey - Assistant Principals						
Division	Name	FY 2024 Actual Average Assistant Principal Salary	FY 2025 Actual Average Assistant Principal Salary	FY 2024 to FY 2025 Percent Increase/ (Decrease)	FY 2026 Budgeted Average Assistant Principal Salary	FY 2025 to FY 2026 Percent Increase/ (Decrease)
304	Massanutten Technical Center	91,399	95,073	4.02%	97,926	3.00%
306	Valley Vocational-Technical Center	80,607	87,912	9.06%	85,524	(2.72%)
307	New Horizons Regional Education Center	90,609	95,088	4.94%	99,493	4.63%
309	Rowanty Vocational-Technical Center	76,592	-		-	
310	Northern Neck Vocational-Technical Center	87,410	91,764	4.98%	91,764	0.00%
311	Amelia-Nottoway Vocational-Technical Center	-	-		-	
313	Bridging Communities Career and Technical Center	-	-		-	
Average for Career and Technical Education Programs ⁷ :		84,864	93,721	10.44%	96,026	2.46%

Regional Alternative Education Programs

Virginia Department of Education 2025-2026 Salary Survey - Assistant Principals						
Division	Name	FY 2024 Actual Average Assistant Principal Salary	FY 2025 Actual Average Assistant Principal Salary	FY 2024 to FY 2025 Percent Increase/ (Decrease)	FY 2026 Budgeted Average Assistant Principal Salary	FY 2025 to FY 2026 Percent Increase/ (Decrease)
401	Lynchburg City Secondary Alternative	-	-		-	
402	Enterprise Academy/Newport News City	124,868	129,814	3.96%	132,473	2.05%
403	Tidewater Regional Alternative Education	-	-		102,912	
404	Regional Alternative Plus Self Project/Roanoke	-	-		-	
405	Transition Support Resource Center/Fairfax	-	-		-	
406	Project Return/Fluvanna County	-	-		-	
407	Behav Disord Youth/Montgomery	-	-		-	
408	Petersburg Regional Alternative	-	-		-	
409	Regional Alternative/Pittsylvania Co	-	-		-	
410	Project Return/Powhatan Co	-	-		-	
411	Crossroads Alternative/Bristol City	-	-		-	
412	Metro Richmond Alternative Ed	59,165	106,360	79.77%	110,302	3.71%
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	136,023	144,163	5.98%	148,519	3.02%
417	Project Bridge/Russell Co	-	-		-	
418	Regional Alternative/Wythe Co	-	-		-	
420	Piedmont Alternative School	-	-		-	
421	Northern Neck Regional Alternative Education	87,410	94,088	7.64%	97,277	3.39%
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	97,230	100,147	3.00%	100,147	0.00%
428	Project Renew/Northampton Co	-	-		-	
429	Renaissance/Scott Co	-	-		-	
431	Regional Alternative Education Center/Buena Vista	-	-		-	
432	Code RVA	90,333	101,401	12.25%	101,401	0.00%
433	Valley Regional Alternative Ed	-	-		-	
Average for Regional Alternative Education Programs ⁷ :		95,306	116,188	21.91%	117,174	0.85%
Statewide Average ⁷ :		102,595	107,364	4.65%	111,488	3.84%

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

VIRGINIA DEPARTMENT OF EDUCATION | doe.virginia.gov

Principal Salaries - FY 2024, 2025, and 2026

School Divisions – Counties

Virginia Department of Education 2025-2026 Salary Survey - Principals						
Division	Name	FY 2024 Actual Average Principal Salary	FY 2025 Actual Average Principal Salary	FY 2024 to FY 2025 Percent Increase/ (Decrease)	FY 2026 Budgeted Average Principal Salary	FY 2025 to FY 2026 Percent Increase/ (Decrease)
001	Accomack County Public Schools	92,724	123,464	33.15%	116,209	(5.88%)
002	Albemarle County Public Schools	137,456	141,663	3.06%	143,687	1.43%
003	Alleghany County Public Schools	95,087	100,488	5.68%	100,488	0.00%
004	Amelia County Public Schools	106,932	112,311	5.03%	118,104	5.16%
005	Amherst County Public Schools	100,250	105,737	5.47%	109,114	3.19%
006	Appomattox County Public Schools	96,525	101,482	5.13%	101,231	(0.25%)
007	Arlington County Public Schools	172,413	181,937	5.52%	181,937	0.00%
008	Augusta County Public Schools	106,522	112,732	5.83%	108,373	(3.87%)
009	Bath County Public Schools	86,219	89,215	3.48%	91,803	2.90%
010	Bedford County Public Schools	100,819	105,754	4.90%	104,885	(0.82%)
011	Bland County Public Schools	93,770	93,068	(0.75%)	93,355	0.31%
012	Botetourt County Public Schools	100,749	103,131	2.36%	103,276	0.14%
013	Brunswick County Public Schools	97,685	96,659	(1.05%)	96,659	0.00%
014	Buchanan County Public Schools	75,122	77,215	2.79%	79,364	2.78%
015	Buckingham County Public Schools	98,736	104,056	5.39%	106,972	2.80%
016	Campbell County Public Schools	121,083	123,872	2.30%	131,369	6.05%
017	Caroline County Public Schools	116,039	122,455	5.53%	128,672	5.08%
018	Carroll County Public Schools	94,498	98,767	4.52%	103,491	4.78%
019	Charles City County Public Schools	101,115	103,031	1.89%	103,261	0.22%
020	Charlotte County Public Schools	81,925	84,383	3.00%	86,665	2.70%
021	Chesterfield County Public Schools	136,332	140,345	2.94%	144,226	2.77%
022	Clarke County Public Schools	133,629	141,635	5.99%	147,300	4.00%
023	Craig County Public Schools	72,196	73,757	2.16%	74,257	0.68%
024	Culpeper County Public Schools	117,798	120,512	2.30%	127,399	5.71%
025	Cumberland County Public Schools	104,279	104,561	0.27%	106,130	1.50%
026	Dickenson County Public Schools	97,606	101,656	4.15%	104,724	3.02%
027	Dinwiddie County Public Schools	109,010	109,516	0.46%	109,430	(0.08%)
028	Essex County Public Schools	87,779	Did Not Submit			
029	Fairfax County Public Schools ⁴	162,518	170,508	4.92%	179,575	5.32%
030	Fauquier County Public Schools	121,410	124,995	2.95%	125,917	0.74%
031	Floyd County Public Schools	87,145	90,746	4.13%	93,149	2.65%
032	Fluvanna County Public Schools	113,398	116,801	3.00%	116,801	0.00%
033	Franklin County Public Schools	96,958	88,840	(8.37%)	90,483	1.85%
034	Frederick County Public Schools	113,790	125,431	10.23%	134,825	7.49%
035	Giles County Public Schools	93,811	96,390	2.75%	101,995	5.82%
036	Gloucester County Public Schools	105,209	108,291	2.93%	114,264	5.52%
037	Goochland County Public Schools 4	116,517	113,417	(2.66%)	116,766	2.95%
038	Grayson County Public Schools	87,898	91,293	3.86%	97,250	6.53%
039	Greene County Public Schools	101,409	105,605	4.14%	109,829	4.00%
040	Greensville County Public Schools ⁵	90,912	94,140	3.55%	96,964	3.00%
041	Halifax County Public Schools	93,715	99,373	6.04%	94,198	(5.21%)
042	Hanover County Public Schools	122,849	131,564	7.09%	132,455	0.68%
043	Henrico County Public Schools	132,553	133,491	0.71%	134,993	1.12%
044	Henry County Public Schools	89,792	85,185	(5.13%)	102,523	20.35%
045	Highland County Public Schools	73,966	91,478	23.68%	91,478	0.00%
046	Isle Of Wight County Public Schools	107,489	108,519	0.96%	114,960	5.93%
048	King George County Public Schools	130,178	134,121	3.03%	138,015	2.90%
049	King And Queen County Public Schools	87,368	89,967	2.97%	93,332	3.74%
050	King William County Public Schools	112,231	111,093	(1.01%)	111,338	0.22%
051	Lancaster County Public Schools	96,160	105,708	9.93%	105,209	(0.47%)
052	Lee County Public Schools	79,534	82,064	3.18%	82,268	0.25%
053	Loudoun County Public Schools	173,668	157,217	(9.47%)	193,402	23.02%
054	Louisa County Public Schools	133,978	141,173	5.37%	133,331	(5.55%)
055	Lunenburg County Public Schools	85,959	90,947	5.80%	93,612	2.93%
056	Madison County Public Schools	121,244	125,773	3.74%	131,693	4.71%
057	Mathews County Public Schools	125,424	106,633	(14.98%)	111,994	5.03%
058	Mecklenburg County Public Schools	83,043	98,675	18.82%	136,829	38.67%
059	Middlesex County Public Schools	101,522	106,213	4.62%	109,423	3.02%
060	Montgomery County Public Schools	96,474	105,960	9.83%	133,963	26.43%
062	Nelson County Public Schools	113,760	119,451	5.00%	121,291	1.54%
063	New Kent County Public Schools	108,222	106,124	(1.94%)	109,308	3.00%
065	Northampton County Public Schools	95,909	98,275	2.47%	99,461	1.21%
066	Northumberland County Public Schools	103,975	Did Not Submit			
067	Nottoway County Public Schools	97,330	100,072	2.82%	102,787	2.71%
068	Orange County Public Schools	106,397	106,485	0.08%	113,109	6.22%
069	Page County Public Schools	98,957	91,918	(7.11%)	91,647	(0.29%)

Virginia Department of Education 2025-2026 Salary Survey - Principals						
Division	Name	FY 2024 Actual Average Principal Salary	FY 2025 Actual Average Principal Salary	FY 2024 to FY 2025 Percent Increase/ (Decrease)	FY 2026 Budgeted Average Principal Salary	FY 2025 to FY 2026 Percent Increase/ (Decrease)
070	Patrick County Public Schools	86,590	90,384	4.38%	91,604	1.35%
071	Pittsylvania County Public Schools	97,834	101,225	3.47%	107,791	6.49%
072	Powhatan County Public Schools	107,929	113,365	5.04%	117,172	3.36%
073	Prince Edward County Public Schools	103,828	106,384	2.46%	110,617	3.98%
074	Prince George County Public Schools	93,972	100,280	6.71%	106,287	5.99%
075	Prince William County Public Schools	151,621	161,567	6.56%	180,981	12.02%
077	Pulaski County Public Schools	101,270	112,595	11.18%	109,035	(3.16%)
078	Rappahannock County Public Schools	99,307	110,399	11.17%	112,502	1.90%
079	Richmond County Public Schools	114,289	105,750	(7.47%)	108,150	2.27%
080	Roanoke County Public Schools	110,782	108,116	(2.41%)	116,991	8.21%
081	Rockbridge County Public Schools	99,963	99,632	(0.33%)	105,762	6.15%
082	Rockingham County Public Schools	105,341	109,671	4.11%	113,391	3.39%
083	Russell County Public Schools	82,303	91,016	10.59%	95,381	4.80%
084	Scott County Public Schools	89,996	85,543	(4.95%)	96,857	13.22%
085	Shenandoah County Public Schools	113,928	111,954	(1.73%)	121,464	8.49%
086	Smyth County Public Schools	97,323	100,093	2.85%	99,964	(0.13%)
087	Southampton County Public Schools	79,709	81,744	2.55%	85,174	4.20%
088	Spotsylvania County Public Schools	139,872	139,426	(0.32%)	149,486	7.22%
089	Stafford County Public Schools	135,373	140,882	4.07%	145,727	3.44%
090	Surry County Public Schools	77,163	77,642	0.62%	96,053	23.71%
091	Sussex County Public Schools	89,588	89,761	0.19%	92,944	3.55%
092	Tazewell County Public Schools	92,231	98,238	6.51%	101,217	3.03%
093	Warren County Public Schools	113,935	111,921	(1.77%)	120,477	7.64%
094	Washington County Public Schools	101,930	115,341	13.16%	109,375	(5.17%)
095	Westmoreland County Public Schools	109,104	100,988	(7.44%)	108,647	7.58%
096	Wise County Public Schools	100,425	112,730	12.25%	104,515	(7.29%)
097	Wythe County Public Schools	95,510	100,422	5.14%	104,257	3.82%
098	York County Public Schools	109,259	114,434	4.74%	117,507	2.68%

School Divisions - Cities

Virginia Department of Education 2025-2026 Salary Survey - Principals						
Division	Name	FY 2024 Actual Average Principal Salary	FY 2025 Actual Average Principal Salary	FY 2024 to FY 2025 Percent Increase/ (Decrease)	FY 2026 Budgeted Average Principal Salary	FY 2025 to FY 2026 Percent Increase/ (Decrease)
101	Alexandria City Public Schools	174,319	178,554	2.43%	184,311	3.22%
102	Bristol City Public Schools	101,514	106,543	4.95%	110,599	3.81%
103	Buena Vista City Public Schools	93,890	98,659	5.08%	94,273	(4.45%)
104	Charlottesville City Public Schools	119,254	123,541	3.59%	126,525	2.42%
106	Colonial Heights City Public Schools ₄	108,204	112,394	3.87%	116,936	4.04%
108	Danville City Public Schools	94,256	101,467	7.65%	107,063	5.52%
109	Falls Church City Public Schools	166,661	159,844	(4.09%)	168,216	5.24%
110	Fredericksburg City Public Schools	128,644	119,942	(6.76%)	137,803	14.89%
111	Galax City Public Schools	94,879	102,111	7.62%	105,947	3.76%
112	Hampton City Public Schools	104,606	105,762	1.11%	114,907	8.65%
113	Harrisonburg City Public Schools	105,100	117,495	11.79%	121,020	3.00%
114	Hopewell City Public Schools	111,956	117,126	4.62%	124,396	6.21%
115	Lynchburg City Public Schools	98,630	110,983	12.52%	110,750	(0.21%)
116	Martinsville City Public Schools	94,804	100,378	5.88%	106,958	6.56%
117	Newport News City Public Schools	123,153	134,881	9.52%	127,561	(5.43%)
118	Norfolk City Public Schools	115,681	122,996	6.32%	132,152	7.44%
119	Norton City Public Schools	107,585	103,151	(4.12%)	101,000	(2.09%)
120	Petersburg City Public Schools	124,249	107,136	(13.77%)	215,198	100.86%
121	Portsmouth City Public Schools	109,372	114,992	5.14%	133,051	15.70%
122	Radford City Public Schools	93,699	106,626	13.80%	108,150	1.43%
123	Richmond City Public Schools	127,205	114,896	(9.68%)	128,266	11.64%
124	Roanoke City Public Schools	114,095	118,255	3.65%	105,214	(11.03%)
126	Staunton City Public Schools	104,626	110,041	5.18%	113,992	3.59%
127	Suffolk City Public Schools	111,438	114,877	3.09%	116,867	1.73%
128	Virginia Beach City Public Schools	117,835	119,480	1.40%	125,880	5.36%
130	Waynesboro City Public Schools	96,260	100,099	3.99%	103,009	2.91%
131	Williamsburg Public Schools ⁶	109,505	116,234	6.14%	117,840	1.38%
132	Winchester City Public Schools	102,672	111,771	8.86%	122,603	9.69%
135	Franklin City Public Schools	92,742	111,843	20.60%	120,790	8.00%
136	Chesapeake City Public Schools	113,686	124,350	9.38%	123,446	(0.73%)
137	Lexington City Public Schools	83,026	86,313	3.96%	90,919	5.34%
139	Salem City Public Schools	122,615	127,943	4.35%	133,708	4.51%
142	Poquoson City Public Schools	100,549	106,292	5.71%	109,481	3.00%
143	Manassas City Public Schools	153,039	161,471	5.51%	170,281	5.46%
144	Manassas Park City Public Schools	147,119	146,856	(0.18%)	145,511	(0.92%)

School Divisions – Towns

Virginia Department of Education 2025-2026 Salary Survey - Principals						
Division	Name	FY 2024 Actual Average Principal Salary	FY 2025 Actual Average Principal Salary	FY 2024 to FY 2025 Percent Increase/ (Decrease)	FY 2026 Budgeted Average Principal Salary	FY 2025 to FY 2026 Percent Increase/ (Decrease)
202	Colonial Beach Public Schools	110,188	120,848	9.67%	117,168	(3.05%)
207	West Point Public Schools	100,307	103,316	3.00%	108,836	5.34%
Average for School Divisions ⁷ :		123,895	127,944	3.27%	135,020	5.53%

Governor's Schools

Virginia Department of Education 2025-2026 Salary Survey - Principals						
Division	Name	FY 2024 Actual Average Principal Salary	FY 2025 Actual Average Principal Salary	FY 2024 to FY 2025 Percent Increase/ (Decrease)	FY 2026 Budgeted Average Principal Salary	FY 2025 to FY 2026 Percent Increase/ (Decrease)
260	Central Virginia Governor's School	137,750	143,729	4.34%	148,040	3.00%
261	Southwest Virginia Governor's School	124,283	130,590	5.07%	131,031	0.34%
262	Governor's School For The Arts	125,143	131,143	4.79%	131,143	0.00%
263	Roanoke Valley Governor's School	109,807	116,125	5.75%	116,492	0.32%
264	New Horizons Governor's School	-	-		141,228	
265	Shenandoah Valley Governor's School	97,202	103,034	6.00%	107,155	4.00%
266	Governor's School Global Economics/Tech	-	-		-	
267	Appomattox Regional Governor's School	-	-		-	
268	A. Linwood Holton Governor's School	-	-		118,219	
269	Chesapeake Bay Governor's School	-	-		-	
270	Commonwealth Governor's School	-	-		-	
271	Maggie L. Walker Governor's School	140,000	110,013	(21.42%)	110,013	0.00%
272	Thomas Jefferson High School	192,254	169,036	(12.08%)	210,408	24.48%
273	Blue Ridge Governor's School	-	-		-	
274	Jackson River Governor's School	-	-		-	
275	Massanutten Governor's School	95,219	98,159	3.09%	101,088	2.98%
276	Piedmont Governor's School	-	-		-	
277	Mountain Vista Governor's School	121,551	139,931	15.12%	135,445	(3.21%)
278	Governor's School at Innovation Park	166,212	176,681	6.30%	201,093	13.82%
Average for Governor's Schools ⁷ :		130,584	131,219	0.49%	137,160	4.53%

Special Education Regional Programs

Virginia Department of Education 2025-2026 Salary Survey - Principals						
Division	Name ⁴	FY 2024 Actual Average Principal Salary	FY 2025 Actual Average Principal Salary	FY 2024 to FY 2025 Percent Increase/ (Decrease)	FY 2026 Budgeted Average Principal Salary	FY 2025 to FY 2026 Percent Increase/ (Decrease)
281	Middle Peninsula Special Education Program	-	-		-	
282	Laurel Regional Special Education Center	103,186	106,282	3.00%	95,472	(10.17%)
283	Northern Neck Special Education Program	-	-		-	
284	Northwestern Regional Education Program	121,170	128,862	6.35%	137,569	6.76%
285	Peninsula Area Cooperative Education Services	-	-		-	
286	Piedmont Regional Education Program	116,368	121,882	4.74%	123,478	1.31%
287	Shenandoah Valley Regional Program	-	-		-	
288	Southeastern Cooperative Educational Program	75,594	126,122	66.84%	126,494	0.30%
290	N. Virginia Regional Special Education Program	-	-		-	
292	Henry Co/Martinsville Regional Program	-	-		-	
299	Roanoke Valley Regional Board	-	-		-	
Average for Special Education Programs ⁷ :		79,649	125,055	57.01%	124,793	(0.21%)

Career and Technical Education Regional Programs

Virginia Department of Education 2025-2026 Salary Survey - Principals						
Division	Name	FY 2024 Actual Average Principal Salary	FY 2025 Actual Average Principal Salary	FY 2024 to FY 2025 Percent Increase/ (Decrease)	FY 2026 Budgeted Average Principal Salary	FY 2025 to FY 2026 Percent Increase/ (Decrease)
304	Massanutten Technical Center	114,225	118,769	3.98%	122,297	2.97%
306	Valley Vocational-Technical Center	104,864	109,310	4.24%	114,557	4.80%
307	New Horizons Regional Education Center	114,526	117,392	2.50%	122,251	4.14%
309	Rowanty Vocational-Technical Center	115,740	97,981	(15.34%)	-	
310	Northern Neck Vocational-Technical Center	97,520	102,378	4.98%	102,378	(0.00%)
311	Amelia-Nottoway Vocational-Technical Center	104,986	100,735	(4.05%)	105,986	5.21%
313	Bridging Communities Career and Technical Center	-	-		120,473	
Average for Career and Technical Education Programs ⁷ :		111,642	109,137	(2.24%)	102,750	(5.85%)

Regional Alternative Education Programs

Virginia Department of Education 2025-2026 Salary Survey - Principals						
401	Lynchburg City Secondary Alternative	-	80,731		-	
402	Enterprise Academy/Newport News City	110,250	141,987	28.79%	145,011	2.13%
403	Tidewater Regional Alternative Education	75,851	75,506	(0.45%)	126,351	67.34%
404	Regional Alternative Plus Self Project/Roanoke	-	-		-	
405	Transition Support Resource Center/Fairfax	-	-		-	
406	Project Return/Fluvanna County	-	-		-	
407	Behav Disord Youth/Montgomery	89,989	125,238	39.17%	129,778	3.63%
408	Petersburg Regional Alternative	93,000	94,694	1.82%	94,694	0.00%
409	Regional Alternative/Pittsylvania Co	118,258	100,951	(14.63%)	105,749	4.75%
410	Project Return/Powhatan Co	-	-		-	
411	Crossroads Alternative/Bristol City	-	-		-	
412	Metro Richmond Alternative Ed	117,662	68,916	(41.43%)	72,619	5.37%
413	Regional Alternative Ed/Stafford Co	-	-		-	
414	Southside L.I.N.K. Project/Brunswick Co	-	-		-	
415	Regional Alternative Ed/King William	149,249	102,794	(31.13%)	104,891	2.04%
416	New Dominion/Prince William Co	172,157	186,070	8.08%	199,691	7.32%
417	Project Bridge/Russell Co	-	-		101,292	
418	Regional Alternative/Wythe Co	-	-		-	
420	Piedmont Alternative School	22,768	36,951	62.29%	34,000	(7.99%)
421	Northern Neck Regional Alternative Education	-	-		-	
423	Breaking Barriers Alternative Ed/Henry Co	71,444	55,385	(22.48%)	-	
424	Carroll/Galax/Joy Ranch Reg Alternative Ed	-	-		-	
426	Regional Learning Academy/Wise Co	109,600	113,000	3.10%	113,000	0.00%
427	Regional Community Alternative Ed Continuum	125,475	129,239	3.00%	133,116	3.00%
428	Project Renew/Northampton Co	-	-		-	
429	Renaissance/Scott Co	84,250	89,000	5.64%	89,000	0.00%
431	Regional Alternative Education Center/Buena Vista	-	-		-	
432	Code RVA	140,708	156,134	0	156,134	0.00%
433	Valley Regional Alternative Ed	-	-		-	
Average for Regional Alternative Education Programs ⁷ :		105,358	106,419	1.01%	113,742	6.88%
Statewide Average ⁷ :		123,142	127,724	3.72%	134,672	5.44%

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

SCHOOL DIVISION NARRATIVE ON PROPOSED FY 2026 SALARY ACTIONS

School Divisions – Counties

Virginia Department of Education 2025-2026 Salary Survey Local Actions to Improve Classroom Teacher Salaries in Fiscal Year 2026 <i>(As reported by school divisions on the 2024-2025 Annual School Report - narrative not edited by VDOE for content or format)</i>		
Division	Name	Reported Local Action to Improve Classroom Teacher Salaries in FY 2026
001	Accomack County Public Schools	A 3% salary increase was given to all employees. In addition, ACPS provided an increase in the employer's share of health insurance.
002	Albemarle County Public Schools	No action taken to improve teacher's salaries.
003	Alleghany County Public Schools	No action taken to improve teacher's salaries.
004	Amelia County Public Schools	1.25% step increase + 4% increase to salary scale.
005	Amherst County Public Schools	A 3% salary increase was adopted in the FY25-26 school budget.
006	Appomattox County Public Schools	Salary Step Increases included in a 5% increase, Retention bonus from FY25 bonus provided in October.
007	Arlington County Public Schools	Salary step increase + cost of living increase.
008	Augusta County Public Schools	An average 3% salary increase was included in the FY25-26 budget.
009	Bath County Public Schools	Teachers were provided with a 3% salary increase.
010	Bedford County Public Schools	Step and CLOA = 3%.
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	No action taken to improve teacher's salaries.
014	Buchanan County Public Schools	2% plus step for an average of 3%.
015	Buckingham County Public Schools	3% SALARY INCREASE.
016	Campbell County Public Schools	3% salary increase for all teachers and staff in FY26.
017	Caroline County Public Schools	We gave a 3% raise inclusive of step plus market adjustments for our educational support scale.
018	Carroll County Public Schools	A 3% plus step pay increase was budgeted for all staff.
019	Charles City County Public Schools	Did an overall 3% increase in line with the Governor's Budget. The increase was an increased salary step amount along with an increase to balance out to an overall 3% increase in annual pay.
020	Charlotte County Public Schools	A 3% raise was given to all staff.
021	Chesterfield County Public Schools	A cost of living increase of 3% was provided to all staff beginning July 1, 2025.
022	Clarke County Public Schools	4% cost of living increase.
023	Craig County Public Schools	3% Increase.
024	Culpeper County Public Schools	3.0% to 3.8% increase.
025	Cumberland County Public Schools	1.5 percent pay increase.
026	Dickenson County Public Schools	3% Salary Increase for all salary scales, plus step.
027	Dinwiddie County Public Schools	All staff received a 3% increase for FY 2026
028	Essex County Public Schools	
029	Fairfax County Public Schools1	In FY 2026, all employees represented by Fairfax Education Union received a 6.0 percent compensation adjustment.
030	Fauquier County Public Schools	Cost of living was 3%.
031	Floyd County Public Schools	3% salary adjustment increase to all employees.
032	Fluvanna County Public Schools	There was a 3% increase in teacher salaries.
033	Franklin County Public Schools	Step increase for employees. Employees at the top of the scale receive a 1% increase.
034	Frederick County Public Schools	A division average 4.9% was invested into the teacher pay scale. Dependent on scale placement, teachers received a range of 2.5% to 5.0% pay increase.
035	Giles County Public Schools	Teacher salaries were increased an average of 3% for FY26.
036	Gloucester County Public Schools4	GCPS will provide a 4.5% raise to all employees. This raise is a combination of a cost of living increase and a step on the salary scale.
037	Goochland County Public Schools	A 3% increase was budgeted for all teaching staff.
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 2.87%.
039	Greene County Public Schools	4% Salary Increase.
040	Greensville County Public Schools2	All employees, including teachers were given 3% raises.
041	Halifax County Public Schools	Will provide a cost-of-living 3% salary increase based on the Governor's Budget.
042	Hanover County Public Schools	A 3.0% salary increase was adopted for FY26 and new Teacher Salary Plan was adopted that adjusted steps by an average of 8.69%.
043	Henrico County Public Schools	
044	Henry County Public Schools	Teachers received 2.5% increase.
045	Highland County Public Schools	No action taken to improve teacher's salaries.
046	Isle Of Wight County Public Schools	Teachers were provided a 4% increase in addition to their step increase.
048	King George County Public Schools	A 3% increase for cost of living was approved for FY26.
049	King And Queen County Public Schools	No action taken to improve teacher's salaries.
050	King William County Public Schools	Teachers received a 3% raise in FY26.
051	Lancaster County Public Schools	All teachers were given a 1.5% raise plus a step, 1.5%. This was a total of 3% increase for FY26.
052	Lee County Public Schools	Lee County Public Schools provided a 3% average salary increase across the payscale.
053	Loudoun County Public Schools	For FY26, compensation increases for Scale A (formerly known as the Licensed Scale) are budgeted for an average 6.1% pay increase. This includes a step increase that averages 2.0% and a strategic scale adjustment for an average 4.1%. Additional funding is also budgeted for sign-on and retention bonuses.
054	Louisa County Public Schools	Average Scale/Step Increase of 5.37%.

Virginia Department of Education 2025-2026 Salary Survey Local Actions to Improve Classroom Teacher Salaries in Fiscal Year 2026 <i>(As reported by school divisions on the 2024-2025 Annual School Report - narrative not edited by VDOE for content or format)</i>		
Division	Name	Reported Local Action to Improve Classroom Teacher Salaries in FY 2026
055	Lunenburg County Public Schools	No action taken to improve teacher's salaries.
056	Madison County Public Schools	Cost of Living Increase of 3%.
057	Mathews County Public Schools	5% Teachers (includes Librarians), 2% Admin & Student Services (includes Principals, Assistant Principals, Guidance Counselors).
058	Mecklenburg County Public Schools	All employees were given a 4% plus a step.
059	Middlesex County Public Schools	3% Total Increase - 1.7% Salary Scale Increase + Step Increase (1.3%).
060	Montgomery County Public Schools	Average 3% raise.
062	Nelson County Public Schools	Adjusted scale step inequities with an average of 3% raise for employees.
063	New Kent County Public Schools	Approximate 4% including step and wage adjustment.
065	Northampton County Public Schools	Step plus 2.75% Raise, averaging 4%. Teacher longevity incentive also offered to Teachers over 30 YOE. \$1,000 Bonus will also be provided.
066	Northumberland County Public Schools	
067	Nottoway County Public Schools	Combined cost of living and step increase.
068	Orange County Public Schools	Teachers received a higher raise this year than the 3%.
069	Page County Public Schools	Average of 3% adjustment will provide salary increase and a salary step increase.
070	Patrick County Public Schools	3% salary increase.
071	Pittsylvania County Public Schools	5% COLA increase plus a step, if applicable, to all contract employees.
072	Powhatan County Public Schools	All staff received a 3% pay increase.
073	Prince Edward County Public Schools	3% raise plus advancement to the next step.
074	Prince George County Public Schools	There was a 5% pay increase.
075	Prince William County Public Schools	The FY 2026 budget funds an average 7% employee pay increase, as well as adjustments to the certified pay scale and supplements at or above the regional median.
077	Pulaski County Public Schools	3% Increase plus a step.
078	Rappahannock County Public Schools	We will provide a 3% increase to all staff.
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 4.6% increase in wages for 2025-2026.
081	Rockbridge County Public Schools	3% raise given to all contracted employees.
082	Rockingham County Public Schools	For the FY26 Budget a 3% salary increase was given.
083	Russell County Public Schools	Teachers and administration received a 4% salary increase (3% was due to the Governor's budget and the additional percentage was for cost of living) and approximately 1% step increase.
084	Scott County Public Schools	Step increase + 5%.
085	Shenandoah County Public Schools	A Cost of Living adjustment of 2% plus a step increase was provided to all classroom teachers. This average effective increase is 3.07% for classroom Teachers.
086	Smyth County Public Schools	Salary step increase for an average increase for all employees of 5%.
087	Southampton County Public Schools	Provide a minimum 3% salary increase with higher increases for those teachers moving to a career step after 5,10,15,20,25, & 30 years.
088	Spotsylvania County Public Schools	Cola increases for all employees. Teacher salary scale modernization. Principal and Assistant Principals received market adjustment.
089	Stafford County Public Schools	Cost of living adjustments and step increases.
090	Surry County Public Schools	No action taken to improve teacher's salaries.
091	Sussex County Public Schools	3 % COLA, Employee Bonus.
092	Tazewell County Public Schools	No action taken to improve teacher's salaries.
093	Warren County Public Schools	A three percent increase was included.
094	Washington County Public Schools	5.5% Salary Increase.
095	Westmoreland County Public Schools	4.5% increase.
096	Wise County Public Schools	The Wise County School has agreed to adjust the salaries by 3% for FY2026. This includes a 1.5% COLA and 1.5% step increase.
097	Wythe County Public Schools	4Average increase of 3%.
098	York County Public Schools	Salary Step Increase.

School Divisions - Cities

Virginia Department of Education 2025-2026 Salary Survey Local Actions to Improve Classroom Teacher Salaries in Fiscal Year 2026 <i>(As reported by school divisions on the 2024-2025 Annual School Report - narrative not edited by VDOE for content or format)</i>		
Division	Name	Reported Local Action to Improve Classroom Teacher Salaries in FY 2026
101	Alexandria City Public Schools	Will provide a salary step increase equivalent to +3.0% for all employees and apply additional market rate (competitiveness) adjustments ranging between 1.5% and 3.75% for certain job classifications.
102	Bristol City Public Schools	No action taken to improve teacher's salaries.
103	Buena Vista City Public Schools	Teachers were given a 3% increase.
104	Charlottesville City Public Schools	Collective Bargaining Agreement increase 5.5%.
106	Colonial Heights City Public Schools	Cost of Living Adjustment and Step Increase totaling 4%.
108	Danville City Public Schools	Teachers received an 8% increase including the step increase, if applicable. All other employees received a 4% increase including the step increase, if applicable.
109	Falls Church City Public Schools	No action taken to improve teacher's salaries.
110	Fredericksburg City Public Schools	5% salary increase for all staff.
111	Galax City Public Schools	Salary increase of 3%.
112	Hampton City Public Schools	An across the board 5% increase was provided and adjustments were made to the teacher's salary scales.

Virginia Department of Education 2025-2026 Salary Survey Local Actions to Improve Classroom Teacher Salaries in Fiscal Year 2026 <i>(As reported by school divisions on the 2024-2025 Annual School Report - narrative not edited by VDOE for content or format)</i>		
Division	Name	Reported Local Action to Improve Classroom Teacher Salaries in FY 2026
113	Harrisonburg City Public Schools	Classroom teachers will receive a 3% bonus in FY26.
114	Hopewell City Public Schools	A 3% increase in compensation was provided in FY26. Also, a retention bonus was provided to all returning employees.
115	Lynchburg City Public Schools	3% salary increase. Also increased the starting teacher salary to \$50,000 per year.
116	Martinsville City Public Schools	3% Raise; Health insurance premiums decreased for FY26 and the savings are being passed on to the employees.
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 3% for FY26.
118	Norfolk City Public Schools	Pay raises for teachers average 4.5% of FY 2025 compensation. Improvements were also made to starting pay.
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 25/26 school year.
120	Petersburg City Public Schools	No action taken to improve teacher's salaries.
121	Portsmouth City Public Schools	For FY 25-26, the teacher salary scale was completely revised. Teachers were placed on steps equal to year of classroom experience. The new scales and step placements provided an approximate 14% average increase in teacher salaries.
122	Radford City Public Schools	No action taken to improve teacher's salaries.
123	Richmond City Public Schools	3% raise and 1.17% salary step for Licensed Personnel. 3% and 1.17% salary step for Principals and Assistant Principals.
124	Roanoke City Public Schools	This budget includes an average 2.5% raise for employees through a combination of moving employees up one step on their respective salary scale and then moving the entire scale up to arrive at this average raise.
126	Staunton City Public Schools	Provided a cost of living increase of 4% and an employee bonus of \$550.
127	Suffolk City Public Schools	No action taken to improve teacher's salaries.
128	Virginia Beach City Public Schools	4.0 or 4.5% raise depending on year's of service on 07/01/25.
130	Waynesboro City Public Schools	A 3% increase was included in FY26 for teacher salaries.
131	Williamsburg Public Schools3	An average 3.0% salary increase for all staff was included in the FY26 budget. There were also target adjustments for the teacher salary scale resulting in average increases for teachers between 3% - 9%.
132	Winchester City Public Schools	SALARY STEP INCREASE.
135	Franklin City Public Schools	3% increase division-wide effective 7/1/2025. In addition, SOQ positions received \$1,000 bonus.
136	Chesapeake City Public Schools	4% salary increase.
137	Lexington City Public Schools	Teacher salary scales were completely reworked to start at \$50,000 at step 0. The minimum salary increase is 3%, with teachers at the lower end of the salary scale seeing higher raises.
139	Salem City Public Schools	Will provide a 4% raise for the teacher scale.
142	Poquoson City Public Schools	A 3% overall increase through base pay and step adjustments, in conjunction with the implementation of compensation study recommendations.
143	Manassas City Public Schools	6.7% increase.
144	Manassas Park City Public Schools	Teachers received a step plus a 3% COLA.

School Divisions - Towns

Virginia Department of Education 2025-2026 Salary Survey Local Actions to Improve Classroom Teacher Salaries in Fiscal Year 2026 <i>(As reported by school divisions on the 2024-2025 Annual School Report - narrative not edited by VDOE for content or format)</i>		
Division	Name	Reported Local Action to Improve Classroom Teacher Salaries in FY 2026
202	Colonial Beach Public Schools	Will provide step increase of 1.5% plus an additional 3% to all staff for a total average of 4.5% increase.
207	West Point Public Schools	West Point Public Schools plan to give a 3% salary plus a step increase.

Governor's Schools

Virginia Department of Education 2025-2026 Salary Survey Local Actions to Improve Classroom Teacher Salaries in Fiscal Year 2026 <i>(As reported by school divisions on the 2024-2025 Annual School Report - narrative not edited by VDOE for content or format)</i>		
Division	Name	Reported Local Action to Improve Classroom Teacher Salaries in FY 2026
260	Central Virginia Governor's School	3% increase for FY2026.
261	Southwest Virginia Governor's School	3 % raise was given to 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) approx. 2.5%.
264	New Horizons Governor's School	3.5% average salary increase for FY 26.
265	Shenandoah Valley Governor's School	No action taken to improve teacher's salaries.
266	Governor's School Global Economics/Tech	Three percent pay increase and no change to employee cost for health insurance.
267	Appomattox Regional Governor's School	Cost of living increase.
268	A. Linwood Holton Governor's School	3% Increase.
269	Chesapeake Bay Governor's School	For Steps 0-15, the salary adjustment will be a Step Increase of 1.25% + a 3% Salary Increase. For Steps 16-30, the salary adjustment will be a Step Increase of 1.50% + a 3% Salary Increase.
270	Commonwealth Governor's School	Cost of living and Step increases.
271	Maggie L. Walker Governor's School	Will provide cost of living increase and salary step increase.
272	Thomas Jefferson High School	In FY 2026, all employees represented by Fairfax Education Union received a 6.0 percent compensation adjustment.

Virginia Department of Education 2025-2026 Salary Survey Local Actions to Improve Classroom Teacher Salaries in Fiscal Year 2026 (As reported by school divisions on the 2024-2025 Annual School Report - narrative not edited by VDOE for content or format)		
Division	Name	Reported Local Action to Improve Classroom Teacher Salaries in FY 2026
273	Blue Ridge Governor's School	There was a 3% salary increase.
274	Jackson River Governor's School	No action taken to improve teacher's salaries.
275	Massanutten Governor's School	A Cost of Living adjustment of 2% plus a step increase was provided to all classroom teachers. This average effective increase is 3.07% for classroom Teachers.
276	Piedmont Governor's School	Teachers received 2.5% increase.
277	Mountain Vista Governor's School	
278	Governor's School at Innovation Park	The FY 2026 budget funds an average 7% employee pay increase, as well as adjustments to the certified pay scale and supplements at or above the regional median.

Special Education Regional Programs

Virginia Department of Education 2025-2026 Salary Survey Local Actions to Improve Classroom Teacher Salaries in Fiscal Year 2026 (As reported by school divisions on the 2024-2025 Annual School Report - narrative not edited by VDOE for content or format)		
Division	Name	Reported Local Action to Improve Classroom Teacher Salaries in FY 2026
281	Middle Peninsula Special Education Program	The division provided a 4.5% raise for all staff in FY2026.
282	Laurel Regional Special Education Center	3% increase for FY24.
283	Northern Neck Special Education Program	Salary increase of 5% for 2025-2026.
284	Northwestern Regional Education Program	The teacher pay scale received an average 4.9% salary increase.
285	Peninsula Area Cooperative Education Services	3.5% average salary increase for FY 26.
286	Piedmont Regional Education Program	depending on funding, may provide cost of living increase.
287	Shenandoah Valley Regional Program	No action taken to improve teacher's salaries.
288	Southeastern Cooperative Educational Program	In next year's budget, SECEP anticipates providing a cost-of-living increase of 2.2% and an average step increase of 2.3 to its employees.
290	N. Virginia Regional Special Education Program	
292	Henry Co/Martinsville Regional Program	Teachers received 2.5% increase.
299	Roanoke Valley Regional Board	

Career and Technical Education Regional Programs

Virginia Department of Education 2025-2026 Salary Survey Local Actions to Improve Classroom Teacher Salaries in Fiscal Year 2026 (As reported by school divisions on the 2024-2025 Annual School Report - narrative not edited by VDOE for content or format)		
Division	Name	Reported Local Action to Improve Classroom Teacher Salaries in FY 2026
304	Massanutten Technical Center	For the FY26 Budget a 3 % salary increase was included.
306	Valley Vocational-Technical Center	No action taken to improve teacher's salaries.
307	New Horizons Regional Education Center	3.5% average salary increase for FY 26.
309	Rowanty Vocational-Technical Center	No action taken to improve teacher's salaries.
310	Northern Neck Vocational-Technical Center	3% raise.
311	Amelia-Nottoway Vocational-Technical Center	3% raise.
313	Bridging Communities Career and Technical Center	Three percent increase.

Regional Alternative Education Programs

Virginia Department of Education 2025-2026 Salary Survey Local Actions to Improve Classroom Teacher Salaries in Fiscal Year 2026 (As reported by school divisions on the 2024-2025 Annual School Report - narrative not edited by VDOE for content or format)		
Division	Name	Reported Local Action to Improve Classroom Teacher Salaries in FY 2026
401	Lynchburg City Secondary Alternative	3% increase in salaries.
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 3% for FY26.
403	Tidewater Regional Alternative Education	WILL PROVIDE COST OF LIVING INCREASE OF 2.2% AND AN AVERAGE STEP INCREASE OF 2.3%.
404	Regional Alternative Plus Self Project/Roanoke	2.5% increase.
405	Transition Support Resource Center/Fairfax	In FY 2026, all employees represented by Fairfax Education Union received a 6.0 percent compensation adjustment.
406	Project Return/Fluvanna County	No action taken to improve teacher's salaries.
407	Behav Disord Youth/Montgomery	An average of 3% raise.
408	Petersburg Regional Alternative	3% Increase to school personnel and to sign new teachers to compete with Public schools.
409	Regional Alternative/Pittsylvania Co	An average of 5% salary increase, plus a step if applicable, was provided to contract 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 and further aligned with local school districts salaries for staff.
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.

Virginia Department of Education		
2025-2026 Salary Survey		
Local Actions to Improve Classroom Teacher Salaries in Fiscal Year 2026		
(As reported by school divisions on the 2024-2025 Annual School Report - narrative not edited by VDOE for content or format)		
Division	Name	Reported Local Action to Improve Classroom Teacher Salaries in FY 2026
415	Regional Alternative Ed/King William	An average of 3% raise given to all teachers.
416	New Dominion/Prince William Co	The FY 2026 budget funds an average 7% employee pay increase, as well as adjustments to the certified pay scale and supplements at or above the regional median.
417	Project Bridge/Russell Co	Teachers and administration received a 4% salary increase (3% was due to the Governor's budget and the additional percent was for cost of living) and approximately a 1% step increase.
418	Regional Alternative/Wythe Co	Average increase 3% plus 1 person.
420	Piedmont Alternative School	Pay rate based on their full-teaching contract for FY25, including combined cost of living and step increase.
421	Northern Neck Regional Alternative Education	4.5% Salary Increase.
423	Breaking Barriers Alternative Ed/Henry Co	Teachers received 2.5% increase.
424	Carroll/Galax/Joy Ranch Reg Alternative Ed	All staff was given a 3% plus step salary increase.
426	Regional Learning Academy/Wise Co	The School Board approved a 3% increase in teacher salaries.
427	Regional Community Alternative Ed Continuum	3% cost of living increase.
428	Project Renew/Northampton Co	4% for Teachers and other Instructional Personnel.
429	Renaissance/Scott Co	
431	Regional Alternative Education Center/Buena Vista	No action taken to improve teacher's salaries.

CLASSROOM TEACHER STARTING SALARIES - FY 2026

Virginia Department of Education Starting Teacher Salaries for School Year 2025-2026

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.

Division	Division Name	Bachelor's Starting Salary	Master's Starting Salary	Doctorate Starting Salary
001	Accomack County Public Schools	51,165	54,165	56,165
002	Albemarle County Public Schools	57,449	60,422	63,235
003	Alleghany County Public Schools	45,611	48,911	49,611
004	Amelia County Public Schools	51,594	53,869	54,844
005	Amherst County Public Schools	51,500	55,530	57,368
006	Appomattox County Public Schools	51,261	53,361	54,561
007	Arlington County Public Schools	57,810	66,186	71,586
008	Augusta County Public Schools	50,272	54,267	58,262
009	Bath County Public Schools	46,062	49,062	50,562
010	Bedford County Public Schools	46,997	49,346	51,696
011	Bland County Public Schools	42,185	44,285	47,800
012	Botetourt County Public Schools	46,117	49,117	50,667
013	Brunswick County Public Schools	51,592	53,592	55,092
014	Buchanan County Public Schools	41,116	43,736	44,241
015	Buckingham County Public Schools	54,644	56,744	58,144
016	Campbell County Public Schools	50,000	52,750	55,000
017	Caroline County Public Schools	53,191	54,941	55,991
018	Carroll County Public Schools	50,444	53,802	57,610
019	Charles City County Public Schools	48,190	50,044	51,017
020	Charlotte County Public Schools	45,500	47,612	48,500
021	Chesterfield County Public Schools	55,047	58,349	61,267
022	Clarke County Public Schools	54,312	60,875	N/A
023	Craig County Public Schools	45,979	47,479	48,979
024	Culpeper County Public Schools	55,133	59,133	61,133
025	Cumberland County Public Schools	52,478	54,478	55,978
026	Dickenson County Public Schools	45,098	47,648	49,913
027	Dinwiddie County Public Schools	55,970	57,871	55,927
028	Essex County Public Schools	49,459	51,959	52,459
029	Fairfax County Public Schools	61,747	67,921	71,317
030	Fauquier County Public Schools	50,000	52,000	54,000
031	Floyd County Public Schools	44,340	48,343	56,544
032	Fluvanna County Public Schools	54,000	56,150	58,300
033	Franklin County Public Schools	45,000	47,500	47,500
034	Frederick County Public Schools	#N/A	#N/A	#N/A
035	Giles County Public Schools	50,055	52,255	N/A

Virginia Department of Education
Starting Teacher Salaries for School Year 2025-2026

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.

Division	Division Name	Bachelor's Starting Salary	Master's Starting Salary	Doctorate Starting Salary
036	Gloucester County Public Schools	51,481	56,280	61,146
037	Goochland County Public Schools	56,494	59,036	60,166
038	Grayson County Public Schools	49,956	51,960	53,964
039	Greene County Public Schools	56,082	58,282	60,382
040	Greensville County Public Schools	#N/A	#N/A	#N/A
041	Halifax County Public Schools	46,750	48,936	51,122
042	Hanover County Public Schools	56,212	59,585	61,271
043	Henrico County Public Schools	57,925	60,706	N/A
044	Henry County Public Schools	#N/A	#N/A	#N/A
045	Highland County Public Schools	45,750	48,750	50,750
046	Isle of Wight County Public Schools	52,520	55,270	58,520
048	King George County Public Schools	51,005	54,575	56,575
049	King and Queen County Public Schools	50,151	52,326	53,008
050	King William County Public Schools	53,702	55,942	58,182
051	Lancaster County Public Schools	51,594	53,694	54,744
052	Lee County Public Schools	41,000	43,000	45,000
053	Loudoun County Public Schools	60,553	66,562	72,570
054	Louisa County Public Schools	#N/A	#N/A	#N/A
055	Lunenburg County Public Schools	50,850	53,050	54,250
056	Madison County Public Schools	53,500	57,400	57,400
057	Mathews County Public Schools	51,994	55,325	58,656
058	Mecklenburg County Public Schools	50,101	52,501	54,101
059	Middlesex County Public Schools	49,291	51,756	52,291
060	Montgomery County Public Schools	52,832	55,886	58,529
062	Nelson County Public Schools	57,448	60,976	60,976
063	New Kent County Public Schools	53,560	57,845	59,452
065	Northampton County Public Schools	51,376	54,304	57,563
066	Northumberland County Public Schools	50,312	52,312	54,312
067	Nottoway County Public Schools	45,984	48,184	48,881
068	Orange County Public Schools	55,156	58,156	60,156
069	Page County Public Schools	50,710	54,482	57,389
070	Patrick County Public Schools	50,989	53,220	55,268
071	Pittsylvania County Public Schools	47,531	49,689	50,769
072	Powhatan County Public Schools	52,269	54,875	56,081
073	Prince Edward County Public Schools	#N/A	#N/A	#N/A
074	Prince George County Public Schools	57,155	59,155	59,555
075	Prince William County Public Schools	62,562	68,562	72,062

Virginia Department of Education
Starting Teacher Salaries for School Year 2025-2026

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.

Division	Division Name	Bachelor's Starting Salary	Master's Starting Salary	Doctorate Starting Salary
077	Pulaski County Public Schools	49,526	53,726	55,026
078	Rappahannock County Public Schools	51,246	54,746	58,746
079	Richmond County Public Schools	52,000	54,100	57,100
080	Roanoke County Public Schools	47,938	50,338	51,938
081	Rockbridge County Public Schools	48,500	51,000	52,500
082	Rockingham County Public Schools	54,773	57,608	58,783
083	Russell County Public Schools	43,680	45,880	48,080
084	Scott County Public Schools	47,895	50,175	50,895
085	Shenandoah County Public Schools	53,312	56,483	59,654
086	Smyth County Public Schools	48,150	50,951	53,976
087	Southampton County Public Schools	48,200	50,200	52,200
088	Spotsylvania County Public Schools	53,200	56,924	59,584
089	Stafford County Public Schools	50,600	56,375	58,282
090	Surry County Public Schools	54,625	57,124	57,624
091	Sussex County Public Schools	52,500	54,745	56,970
092	Tazewell County Public Schools	45,555	47,435	49,085
093	Warren County Public Schools	#N/A	#N/A	#N/A
094	Washington County Public Schools	50,246	52,436	54,546
095	Westmoreland County Public Schools	#N/A	#N/A	#N/A
096	Wise County Public Schools	46,400	49,400	50,400
097	Wythe County Public Schools	47,600	50,100	53,500
098	York County Public Schools	56,228	57,934	61,958
101	Alexandria City Public Schools	70,409	79,985	82,994
102	Bristol City Public Schools	51,923	54,023	54,523
103	Buena Vista City Public Schools	43,260	47,260	48,260
104	Charlottesville City Public Schools	58,232	60,548	62,664
106	Colonial Heights City Public Schools	54,894	56,894	59,894
108	Danville City Public Schools	51,178	53,803	55,378
109	Falls Church City Public Schools	60,003	66,432	70,075
110	Fredericksburg City Public Schools	52,437	55,687	57,487
111	Galax City Public Schools	50,500	53,760	54,300
112	Hampton City Public Schools	56,750	59,350	61,350
113	Harrisonburg City Public Schools	54,789	57,689	59,789
114	Hopewell City Public Schools	55,503	58,153	58,803
115	Lynchburg City Public Schools	50,000	53,260	55,044
116	Martinsville City Public Schools	52,734	55,521	56,322
117	Newport News City Public Schools	56,000	59,920	64,188

Virginia Department of Education
Starting Teacher Salaries for School Year 2025-2026

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.

Division	Division Name	Bachelor's Starting Salary	Master's Starting Salary	Doctorate Starting Salary
118	Norfolk City Public Schools	60,088	63,588	67,888
119	Norton City Public Schools	41,299	44,299	45,799
120	Petersburg City Public Schools	56,167	57,367	58,067
121	Portsmouth City Public Schools	#N/A	#N/A	#N/A
122	Radford City Public Schools	#N/A	#N/A	#N/A
123	Richmond City Public Schools	55,881	58,674	62,799
124	Roanoke City Public Schools	51,155	54,051	56,725
126	Staunton City Public Schools	53,033	55,595	55,595
127	Suffolk City Public Schools	60,000	62,944	65,255
128	Virginia Beach City Public Schools	55,687	58,952	62,307
130	Waynesboro City Public Schools	51,449	55,384	58,624
131	Williamsburg-James City County Public Schools	55,311	58,625	62,327
132	Winchester City Public Schools	53,000	57,230	61,460
135	Franklin City Public Schools	49,200	51,243	51,500
136	Chesapeake City Public Schools	56,564	60,064	63,564
137	Lexington City Public Schools	50,000	53,797	53,797
139	Salem City Public Schools	51,899	56,726	58,536
142	Poquoson City Public Schools	53,966	56,835	59,714
143	Manassas City Public Schools	59,928	66,996	71,147
144	Manassas Park City Public Schools	#N/A	#N/A	#N/A
202	Colonial Beach Public Schools	51,103	53,603	56,103
207	West Point Public Schools	56,721	58,721	N/A

AVERAGE TEACHER SALARIES BY SCHOOL - FY 2026

Virginia Department of Education				
Average Teacher Salaries by School for School Year 2024-2025				
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 2024-2025 Salary
001	Accomack County Public Schools	530	TANGIER COMBINED	71,214.08
001	Accomack County Public Schools	540	ARCADIA HIGH	60,087.94
001	Accomack County Public Schools	580	CHINCOTEAGUE HIGH	61,434.65
001	Accomack County Public Schools	590	PUNGOTEAGUE ELEM	61,722.01
001	Accomack County Public Schools	600	KEGOTANK ELEM	59,358.73
001	Accomack County Public Schools	70	NANDUA HIGH	62,300.68
001	Accomack County Public Schools	701	ACCAWMACKE ELEM	60,164.40
001	Accomack County Public Schools	702	METOMPKIN ELEM	59,833.77
001	Accomack County Public Schools	703	NANDUA MIDDLE	62,997.00
001	Accomack County Public Schools	704	ARCADIA MIDDLE	60,414.51
001	Accomack County Public Schools	80	CHINCOTEAGUE ELEM	61,630.75
002	Albemarle County Public Schools	10	HOLLYMEAD ELEM	69,524.34
002	Albemarle County Public Schools	100	BROADUS WOOD ELEM	68,343.75
002	Albemarle County Public Schools	1051	LAKESIDE MIDDLE	70,304.34
002	Albemarle County Public Schools	1052	MONTICELLO HIGH	71,501.00
002	Albemarle County Public Schools	1053	BAKER-BUTLER ELEM	68,097.74
002	Albemarle County Public Schools	140	WESTERN ALBEMARLE HIGH	72,306.13
002	Albemarle County Public Schools	150	MOUNTAIN VIEW ELEM	69,716.11
002	Albemarle County Public Schools	160	AGNOR ELEM	69,423.99
002	Albemarle County Public Schools	20	LESLIE H WALTON MIDDLE	70,779.21
002	Albemarle County Public Schools	240	STONY POINT ELEM	72,368.02
002	Albemarle County Public Schools	250	IVY ELEM	71,423.37
002	Albemarle County Public Schools	30	SCOTTSVILLE ELEM	71,671.97
002	Albemarle County Public Schools	340	CROZET ELEM	69,677.34
002	Albemarle County Public Schools	40	MARY CARR GREER ELEM	69,162.92
002	Albemarle County Public Schools	540	RED HILL ELEM	73,553.95
002	Albemarle County Public Schools	69	JACKSON P BURLEY MIDDLE	69,889.98
002	Albemarle County Public Schools	880	ALBEMARLE HIGH	69,317.18
002	Albemarle County Public Schools	890	COMMUNITY LAB SCHOOL	70,812.04
002	Albemarle County Public Schools	910	VIRGINIA L MURRAY ELEM	71,435.44
002	Albemarle County Public Schools	920	STONE ROBINSON ELEM	70,123.60
002	Albemarle County Public Schools	930	WOODBROOK ELEM	67,094.24
002	Albemarle County Public Schools	941	BROWNSVILLE ELEM	72,905.99
002	Albemarle County Public Schools	942	JOSEPH T HENLEY MIDDLE	70,766.05
002	Albemarle County Public Schools	950	JOURNEY MIDDLE	67,799.74
003	Alleghany Highlands Public Schools	1040	COVINGTON MIDDLE	52,777.00
003	Alleghany Highlands Public Schools	1041	MT VIEW ELEM	55,756.00
003	Alleghany Highlands Public Schools	110	CALLAGHAN ELEM	51,455.00
003	Alleghany Highlands Public Schools	310	ALLEGHANY HIGH	54,995.00
003	Alleghany Highlands Public Schools	360	JETER-WATSON ELEM	54,812.00
003	Alleghany Highlands Public Schools	90	SHARON ELEM	53,256.00
004	Amelia County Public Schools	10	AMELIA COUNTY HIGH	64,249.00
004	Amelia County Public Schools	210	AMELIA COUNTY MIDDLE	57,797.00
004	Amelia County Public Schools	220	AMELIA COUNTY ELEM	59,912.00
005	Amherst County Public Schools	20	MONELISON MIDDLE	57,959.75
005	Amherst County Public Schools	500	MADISON HEIGHTS ELEM	56,663.47
005	Amherst County Public Schools	670	AMHERST MIDDLE	59,033.60
005	Amherst County Public Schools	740	TEMPERANCE ELEM	55,731.02
005	Amherst County Public Schools	750	AMHERST COUNTY HIGH	61,775.34
005	Amherst County Public Schools	760	ELON ELEM	56,589.73
005	Amherst County Public Schools	770	CENTRAL ELEM	55,473.25
005	Amherst County Public Schools	780	AMELON ELEM	57,233.50
005	Amherst County Public Schools	790	AMHERST ELEM	61,857.31
006	Appomattox County Public Schools	110	APPOMATTOX ELEM	55,972.00
006	Appomattox County Public Schools	160	APPOMATTOX MIDDLE	53,600.00
006	Appomattox County Public Schools	250	APPOMATTOX PRIMARY	55,788.00

<div>Virginia Department of Education</div> <div>Average Teacher Salaries by School for School Year 2024-2025</div> <div> <p>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.</p> <p>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.</p> </div>				
Division	Name	School Number	School Name	Average 2024-2025 Salary
006	Appomattox County Public Schools	260	APPOMATTOX COUNTY HIGH	54,332.00
007	Arlington County Public Schools	100	GLEBE ELEM	98,308.00
007	Arlington County Public Schools	111	KEY ELEM	94,710.00
007	Arlington County Public Schools	150	BARCROFT ELEM	89,918.00
007	Arlington County Public Schools	160	ALICE WEST FLEET ELEM	87,245.00
007	Arlington County Public Schools	180	JEFFERSON MIDDLE	92,449.00
007	Arlington County Public Schools	200	DR. CHARLES R. DREW ELEM	96,653.00
007	Arlington County Public Schools	211	TUCKAHOE ELEM	90,193.00
007	Arlington County Public Schools	240	SWANSON MIDDLE	96,794.00
007	Arlington County Public Schools	250	BARRETT ELEM	91,943.00
007	Arlington County Public Schools	330	YORKTOWN HIGH	99,997.00
007	Arlington County Public Schools	350	ABINGDON ELEM	92,893.00
007	Arlington County Public Schools	360	OAKRIDGE ELEM	88,742.00
007	Arlington County Public Schools	37	INTEGRATION STATION	93,308.00
007	Arlington County Public Schools	380	CARDINAL ELEM	91,363.00
007	Arlington County Public Schools	410	NOTTINGHAM ELEM	88,688.00
007	Arlington County Public Schools	420	TAYLOR ELEM	88,268.00
007	Arlington County Public Schools	440	JAMESTOWN ELEM	94,220.00
007	Arlington County Public Schools	450	WAKEFIELD HIGH	99,998.00
007	Arlington County Public Schools	460	LONG BRANCH ELEM	90,477.00
007	Arlington County Public Schools	470	ARLINGTON TRADITIONAL	92,438.00
007	Arlington County Public Schools	480	WILLIAMSBURG MIDDLE	94,862.00
007	Arlington County Public Schools	490	ASHLAWN ELEM	91,195.00
007	Arlington County Public Schools	500	KENMORE MIDDLE	96,226.00
007	Arlington County Public Schools	510	RANDOLPH ELEM	93,239.00
007	Arlington County Public Schools	611	GUNSTON MIDDLE	94,269.00
007	Arlington County Public Schools	613	INNOVATION ELEM	86,990.00
007	Arlington County Public Schools	614	HOFFMAN-BOSTON ELEM	88,620.00
007	Arlington County Public Schools	615	CAMPBELL ELEM	95,803.00
007	Arlington County Public Schools	618	ARLINGTON COMMUNITY HIGH	99,999.00
007	Arlington County Public Schools	622	CLAREMONT IMMERSION	95,331.00
007	Arlington County Public Schools	626	DISCOVERY ELEM	84,964.00
007	Arlington County Public Schools	627	MONTESSORI PUBLIC SCHOOL OF ARLINGTON	99,996.00
007	Arlington County Public Schools	628	DOROTHY HAMM MIDDLE	91,729.00
007	Arlington County Public Schools	629	ARLINGTON SCIENCE FOCUS SCHOOL	85,098.00
007	Arlington County Public Schools	80	WASHINGTON LIBERTY HIGH	95,979.00
007	Arlington County Public Schools	90	CARLIN SPRINGS ELEM	91,203.00
008	Augusta County Public Schools	140	CHURCHVILLE ELEM	59,664.00
008	Augusta County Public Schools	30	CASELL ELEM	58,916.00
008	Augusta County Public Schools	370	CRAIGSVILLE ELEM	57,609.00
008	Augusta County Public Schools	40	NORTH RIVER ELEM	58,771.00
008	Augusta County Public Schools	440	STUARTS DRAFT ELEM	58,685.00
008	Augusta County Public Schools	60	STUARTS DRAFT MIDDLE	60,975.00
008	Augusta County Public Schools	640	WILSON ELEM	56,346.00
008	Augusta County Public Schools	650	BUFFALO GAP MIDDLE	59,847.00
008	Augusta County Public Schools	660	BUFFALO GAP HIGH	60,310.00
008	Augusta County Public Schools	670	FT DEFIANCE HIGH	62,564.00
008	Augusta County Public Schools	680	RIVERHEADS HIGH	59,760.00
008	Augusta County Public Schools	70	RIVERHEADS MIDDLE	59,346.00
008	Augusta County Public Schools	720	WILSON MEMORIAL HIGH	62,261.00
008	Augusta County Public Schools	730	STUARTS DRAFT HIGH	59,093.00
008	Augusta County Public Schools	740	RIVERHEADS ELEM	56,940.00
008	Augusta County Public Schools	842	EDWARD G CLYMORE ELEM	56,398.00
008	Augusta County Public Schools	843	GUY K STUMP ELEM	58,928.00
008	Augusta County Public Schools	844	WILSON MIDDLE	58,178.00
008	Augusta County Public Schools	90	S GORDON STEWART MIDDLE	59,713.00

Virginia Department of Education
Average Teacher Salaries by School for School Year 2024-2025

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 2024-2025 Salary
009	Bath County Public Schools	120	MILLBORO ELEM	52,839.00
009	Bath County Public Schools	140	BATH COUNTY HIGH	60,281.00
009	Bath County Public Schools	150	VALLEY ELEM	55,336.00
010	Bedford County Public Schools	1170	OTTER RIVER ELEM	57,714.00
010	Bedford County Public Schools	1180	LIBERTY HIGH	60,661.00
010	Bedford County Public Schools	1190	STAUNTON RIVER HIGH	60,511.00
010	Bedford County Public Schools	1191	STAUNTON RIVER MIDDLE	57,941.00
010	Bedford County Public Schools	1200	BEDFORD PRIMARY	57,054.00
010	Bedford County Public Schools	1211	FOREST MIDDLE	59,793.00
010	Bedford County Public Schools	1212	JEFFERSON FOREST HIGH	61,692.00
010	Bedford County Public Schools	1213	THOMAS JEFFERSON ELEM	60,644.00
010	Bedford County Public Schools	1214	GOODVIEW ELEM	56,622.00
010	Bedford County Public Schools	160	BOONSBORO ELEM	58,234.00
010	Bedford County Public Schools	180	MONTVALE ELEM	57,689.00
010	Bedford County Public Schools	30	BIG ISLAND ELEM	59,774.00
010	Bedford County Public Schools	480	BEDFORD ELEM	57,651.00
010	Bedford County Public Schools	490	LIBERTY MIDDLE	56,094.00
010	Bedford County Public Schools	500	FOREST ELEM	58,318.00
010	Bedford County Public Schools	610	NEW LONDON ACADEMY ELEM	59,830.00
010	Bedford County Public Schools	640	STEWARTSVILLE ELEM	54,253.00
010	Bedford County Public Schools	970	MONETA ELEM	60,319.00
010	Bedford County Public Schools	980	HUDDLESTON ELEM	59,978.00
011	Bland County Public Schools	250	BLAND COUNTY ELEM	52,734.58
011	Bland County Public Schools	260	BLAND COUNTY HIGH	50,163.19
012	Botetourt County Public Schools	20	BUCHANAN ELEM	60,871.65
012	Botetourt County Public Schools	220	BRECKINRIDGE ELEM	60,692.00
012	Botetourt County Public Schools	30	EAGLE ROCK ELEM	66,602.10
012	Botetourt County Public Schools	390	CLOVERDALE ELEM	60,708.05
012	Botetourt County Public Schools	40	TROUTVILLE ELEM	60,238.14
012	Botetourt County Public Schools	400	COLONIAL ELEM	61,303.71
012	Botetourt County Public Schools	420	CENTRAL ACADEMY MIDDLE	61,770.80
012	Botetourt County Public Schools	430	JAMES RIVER HIGH	58,519.13
012	Botetourt County Public Schools	440	LORD BOTETOURT HIGH	63,664.26
012	Botetourt County Public Schools	450	READ MOUNTAIN MIDDLE	64,665.10
012	Botetourt County Public Schools	460	GREENFIELD ELEM	63,521.86
013	Brunswick County Public Schools	650	BRUNSWICK HIGH	56,289.00
013	Brunswick County Public Schools	660	JAMES S RUSSELL MIDDLE	53,925.00
013	Brunswick County Public Schools	690	MEHERRIN POWELLTON ELEM	53,027.00
013	Brunswick County Public Schools	700	RED OAK-STURGEON ELEM	54,946.00
013	Brunswick County Public Schools	720	TOTARO ELEM	52,546.00
014	Buchanan County Public Schools	1000	COUNCIL HIGH	47,835.60
014	Buchanan County Public Schools	1020	HURLEY HIGH	40,879.47
014	Buchanan County Public Schools	1040	RIVERVIEW ELEM/MIDDLE	52,974.99
014	Buchanan County Public Schools	1041	TWIN VALLEY ELEM/MIDDLE	46,536.93
014	Buchanan County Public Schools	1042	TWIN VALLEY HIGH	41,605.94
014	Buchanan County Public Schools	120	HURLEY ELEM/MIDDLE	46,788.73
014	Buchanan County Public Schools	90	COUNCIL ELEM/MIDDLE	44,604.67
014	Buchanan County Public Schools	990	GRUNDY HIGH	47,536.47
015	Buckingham County Public Schools	20	BUCKINGHAM CO PRE SCH CTR	57,411.00
015	Buckingham County Public Schools	700	BUCKINGHAM COUNTY HIGH	60,101.00
015	Buckingham County Public Schools	721	BUCKINGHAM CO. MIDDLE	59,419.00
015	Buckingham County Public Schools	723	BUCKINGHAM CO PRIMARY	58,488.00
015	Buckingham County Public Schools	724	BUCKINGHAM CO ELEM	58,616.00
016	Campbell County Public Schools	130	CONCORD ELEM	55,072.00
016	Campbell County Public Schools	20	BROOKVILLE MIDDLE	58,434.00
016	Campbell County Public Schools	200	ALTAVISTA HIGH	60,969.00

<div>Virginia Department of Education</div> <div>Average Teacher Salaries by School for School Year 2024-2025</div> <div> <p>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.</p> <p>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.</p> </div>				
Division	Name	School Number	School Name	Average 2024-2025 Salary
016	Campbell County Public Schools	211	RUSTBURG MIDDLE	57,933.00
016	Campbell County Public Schools	222	RUSTBURG HIGH	58,846.00
016	Campbell County Public Schools	542	WILLIAM CAMPBELL HIGH	55,657.00
016	Campbell County Public Schools	560	ALTAVISTA ELEM	57,490.00
016	Campbell County Public Schools	60	TOMAHAWK ELEM	56,378.00
016	Campbell County Public Schools	650	BROOKNEAL ELEM	55,033.00
016	Campbell County Public Schools	690	LEESVILLE ROAD ELEM	56,815.00
016	Campbell County Public Schools	710	YELLOW BRANCH ELEM	56,515.00
016	Campbell County Public Schools	720	BROOKVILLE HIGH	56,141.00
016	Campbell County Public Schools	821	RUSTBURG ELEM	55,224.00
017	Caroline County Public Schools	450	CAROLINE MIDDLE	66,548.00
017	Caroline County Public Schools	460	CAROLINE HIGH	64,205.00
017	Caroline County Public Schools	620	BOWLING GREEN ELEM	60,338.00
017	Caroline County Public Schools	630	MADISON ELEM	64,934.00
017	Caroline County Public Schools	9020	LEWIS & CLARK ELEM	59,599.00
018	Carroll County Public Schools	1110	ST PAUL	60,683.12
018	Carroll County Public Schools	1130	OAKLAND ELEM	60,818.51
018	Carroll County Public Schools	1150	GLADESBORO ELEM	59,358.29
018	Carroll County Public Schools	1160	LAUREL ELEM	58,059.28
018	Carroll County Public Schools	1170	HILLSVILLE ELEM	62,711.08
018	Carroll County Public Schools	1180	FANCY GAP ELEM	62,007.83
018	Carroll County Public Schools	1210	GLADEVILLE ELEM	63,547.90
018	Carroll County Public Schools	1230	CARROLL COUNTY HIGH	63,459.94
018	Carroll County Public Schools	450	CARROLL COUNTY MIDDLE	60,334.73
019	Charles City County Public Schools	100	CHARLES CITY CO HIGH	55,243.00
019	Charles City County Public Schools	80	CHARLES CITY CO ELEM	54,406.00
020	Charlotte County Public Schools	100	EUREKA ELEM	53,905.00
020	Charlotte County Public Schools	210	CENTRAL MIDDLE	53,586.00
020	Charlotte County Public Schools	450	PHENIX ELEM	55,098.00
020	Charlotte County Public Schools	460	RANDOLPH-HENRY HIGH	52,617.00
020	Charlotte County Public Schools	470	BACON DISTRICT ELEM	51,365.00
021	Chesterfield County Public Schools	10	LLOYD C BIRD HIGH	67,982.00
021	Chesterfield County Public Schools	110	MATOACA MIDDLE	64,765.00
021	Chesterfield County Public Schools	130	BEULAH ELEM	62,420.00
021	Chesterfield County Public Schools	150	CLOVER HILL ELEM	65,402.00
021	Chesterfield County Public Schools	180	GRANGE HALL ELEM	64,871.00
021	Chesterfield County Public Schools	20	BON AIR ELEM	64,930.00
021	Chesterfield County Public Schools	270	SWIFT CREEK MIDDLE	66,364.00
021	Chesterfield County Public Schools	280	MONACAN HIGH	67,985.00
021	Chesterfield County Public Schools	290	W W GORDON ELEM	66,389.00
021	Chesterfield County Public Schools	30	CARVER COLLEGE AND CAREER ACADEMY	63,826.00
021	Chesterfield County Public Schools	300	EVERGREEN ELEM	63,752.00
021	Chesterfield County Public Schools	320	MIDLOTHIAN HIGH	66,782.00
021	Chesterfield County Public Schools	33	CHESTER EARLY CHILDHOOD LEARNING ACADEMY	62,926.00
021	Chesterfield County Public Schools	340	SWIFT CREEK ELEM	63,452.00
021	Chesterfield County Public Schools	350	ETTRICK ELEM	62,601.00
021	Chesterfield County Public Schools	360	O B GATES ELEM	65,610.00
021	Chesterfield County Public Schools	370	MATOACA ELEM	64,409.00
021	Chesterfield County Public Schools	380	PROVIDENCE ELEM	64,004.00
021	Chesterfield County Public Schools	390	ENON ELEM	63,453.00
021	Chesterfield County Public Schools	40	MIDLOTHIAN MIDDLE	66,052.00
021	Chesterfield County Public Schools	400	JACOBS ROAD ELEM	62,669.00
021	Chesterfield County Public Schools	410	THELMA CRENSHAW ELEM	63,327.00
021	Chesterfield County Public Schools	420	CARVER MIDDLE	63,891.00
021	Chesterfield County Public Schools	430	BENSLEY ELEM	64,388.00

<div>Virginia Department of Education</div> <div>Average Teacher Salaries by School for School Year 2024-2025</div> <div> <p>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.</p> <p>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.</p> </div>				
Division	Name	School Number	School Name	Average 2024-2025 Salary
021	Chesterfield County Public Schools	440	WOOLRIDGE ELEM	66,104.00
021	Chesterfield County Public Schools	460	HARROWGATE ELEM	64,342.00
021	Chesterfield County Public Schools	480	ECOFF ELEM	62,381.00
021	Chesterfield County Public Schools	492	C E CURTIS ELEM	61,943.00
021	Chesterfield County Public Schools	50	C C WELLS ELEM	65,457.00
021	Chesterfield County Public Schools	500	J G HENING ELEM	60,681.00
021	Chesterfield County Public Schools	510	BETTIE WEAVER ELEM	63,797.00
021	Chesterfield County Public Schools	530	MATOACA HIGH	65,231.00
021	Chesterfield County Public Schools	550	J A CHALKLEY ELEM	63,025.00
021	Chesterfield County Public Schools	560	CRESTWOOD ELEM	65,472.00
021	Chesterfield County Public Schools	580	MEADOWBROOK HIGH	63,940.00
021	Chesterfield County Public Schools	590	FALLING CREEK ELEM	60,682.00
021	Chesterfield County Public Schools	60	HOPKINS ROAD ELEM	62,727.00
021	Chesterfield County Public Schools	600	MANCHESTER MIDDLE	66,230.00
021	Chesterfield County Public Schools	610	THOMAS DALE HIGH	66,451.00
021	Chesterfield County Public Schools	620	A M DAVIS ELEM	62,388.00
021	Chesterfield County Public Schools	631	BAILEY BRIDGE MIDDLE	64,698.00
021	Chesterfield County Public Schools	632	MANCHESTER HIGH	66,919.00
021	Chesterfield County Public Schools	650	J B WATKINS ELEM	66,721.00
021	Chesterfield County Public Schools	660	BELLWOOD ELEM	62,071.00
021	Chesterfield County Public Schools	670	FALLING CREEK MIDDLE	61,851.00
021	Chesterfield County Public Schools	690	PROVIDENCE MIDDLE	63,336.00
021	Chesterfield County Public Schools	70	GREENFIELD ELEM	68,782.00
021	Chesterfield County Public Schools	700	REAMS ROAD ELEM	62,528.00
021	Chesterfield County Public Schools	720	SALEM CHURCH ELEM	62,904.00
021	Chesterfield County Public Schools	722	SALEM CHURCH MIDDLE	63,552.00
021	Chesterfield County Public Schools	730	ROBIOUS ELEM	62,775.00
021	Chesterfield County Public Schools	740	CLOVER HILL HIGH	68,057.00
021	Chesterfield County Public Schools	760	ROBIOUS MIDDLE	67,072.00
021	Chesterfield County Public Schools	770	JAMES RIVER HIGH	68,400.00
021	Chesterfield County Public Schools	780	MARGUERITE F CHRISTIAN ELEM	63,850.00
021	Chesterfield County Public Schools	800	SPRING RUN ELEM	65,021.00
021	Chesterfield County Public Schools	840	COSBY HIGH	70,128.00
021	Chesterfield County Public Schools	850	ELIZABETH SCOTT ELEM	63,801.00
021	Chesterfield County Public Schools	860	WINTERPOCK ELEM	62,893.00
021	Chesterfield County Public Schools	861	ALBERTA SMITH ELEM	67,006.00
021	Chesterfield County Public Schools	870	ELIZABETH DAVIS MIDDLE	65,846.00
021	Chesterfield County Public Schools	880	TOMAHAWK CREEK MIDDLE	66,650.00
021	Chesterfield County Public Schools	90	OLD HUNDRED ELEM	63,448.00
021	Chesterfield County Public Schools	92	MOSELEY ELEM	63,179.00
022	Clarke County Public Schools	10	CLARKE COUNTY HIGH	66,285.13
022	Clarke County Public Schools	250	BOYCE ELEM	63,257.57
022	Clarke County Public Schools	280	JOHNSON-WILLIAMS MIDDLE	64,003.63
022	Clarke County Public Schools	290	D G COOLEY ELEM	64,799.31
023	Craig County Public Schools	10	MCCLEARY ELEM	54,539.79
023	Craig County Public Schools	11	CRAIG COUNTY HIGH	53,832.21
024	Culpeper County Public Schools	10	PEARL SAMPLE ELEM	60,790.55
024	Culpeper County Public Schools	20	CULPEPER MIDDLE	62,929.73
024	Culpeper County Public Schools	240	A G RICHARDSON ELEM	65,183.69
024	Culpeper County Public Schools	40	YOWELL ELEM	62,971.86
024	Culpeper County Public Schools	450	EMERALD HILL ELEM	62,241.15
024	Culpeper County Public Schools	460	SYCAMORE PARK ELEM	58,494.31
024	Culpeper County Public Schools	470	FARMINGTON ELEM	58,479.81
024	Culpeper County Public Schools	480	CULPEPER COUNTY HIGH	64,209.51
024	Culpeper County Public Schools	50	EASTERN VIEW HIGH	62,519.07
024	Culpeper County Public Schools	581	FLOYD T BINNS MIDDLE	61,909.63

Virginia Department of Education
Average Teacher Salaries by School for School Year 2024-2025

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 2024-2025 Salary
024	Culpeper County Public Schools	582	GALBREATH-MARSHALL BLDG	93,191.04
025	Cumberland County Public Schools	140	CUMBERLAND ELEM	62,947.00
025	Cumberland County Public Schools	151	CUMBERLAND HIGH	61,567.00
025	Cumberland County Public Schools	152	CUMBERLAND MIDDLE	60,782.00
026	Dickenson County Public Schools	275	RIDGEVIEW HIGH	50,057.00
026	Dickenson County Public Schools	280	RIDGEVIEW MIDDLE	54,506.00
026	Dickenson County Public Schools	281	RIDGEVIEW ELEM	51,115.00
027	Dinwiddie County Public Schools	10	SOUTHSIDE ELEM	64,603.00
027	Dinwiddie County Public Schools	180	SUNNYSIDE ELEM	69,779.00
027	Dinwiddie County Public Schools	250	MIDWAY ELEM	64,540.00
027	Dinwiddie County Public Schools	310	DINWIDDIE ELEM	65,052.00
027	Dinwiddie County Public Schools	471	DINWIDDIE MIDDLE	63,737.00
027	Dinwiddie County Public Schools	500	DINWIDDIE HIGH	67,544.00
027	Dinwiddie County Public Schools	520	SUTHERLAND ELEM	64,293.00
028	Essex County Public Schools	10	ESSEX HIGH	56,340.00
028	Essex County Public Schools	150	JAMES H. CARY INTERMEDIATE	59,634.00
028	Essex County Public Schools	160	TAPPAHANNOCK ELEM	56,254.00
029	Fairfax County Public Schools	100	CHESTERBROOK ELEM	79,223.74
029	Fairfax County Public Schools	1020	LEWIS HIGH	94,024.24
029	Fairfax County Public Schools	1030	PARKLAWN ELEM	84,183.31
029	Fairfax County Public Schools	1050	CHURCHILL ROAD ELEM	80,857.04
029	Fairfax County Public Schools	1060	MADISON HIGH	92,696.29
029	Fairfax County Public Schools	1070	JUSTICE HIGH	88,457.32
029	Fairfax County Public Schools	1080	WAYNEWOOD ELEM	89,790.85
029	Fairfax County Public Schools	1090	BRADDOCK ELEM	90,806.11
029	Fairfax County Public Schools	110	LOUISE ARCHER ELEM	91,844.41
029	Fairfax County Public Schools	1100	FALLS CHURCH HIGH	90,751.64
029	Fairfax County Public Schools	1110	JOHNSON MIDDLE	88,788.49
029	Fairfax County Public Schools	1120	IRVING MIDDLE	86,945.36
029	Fairfax County Public Schools	1130	POE MIDDLE	87,780.77
029	Fairfax County Public Schools	1140	THOREAU MIDDLE	90,844.86
029	Fairfax County Public Schools	1150	LONGFELLOW MIDDLE	91,642.74
029	Fairfax County Public Schools	1160	TWAIN MIDDLE	89,009.92
029	Fairfax County Public Schools	1170	GLASGOW MIDDLE	82,485.78
029	Fairfax County Public Schools	1190	COOPER MIDDLE	86,663.29
029	Fairfax County Public Schools	120	VIENNA ELEM	93,402.59
029	Fairfax County Public Schools	1200	MARSHALL ROAD ELEM	81,513.41
029	Fairfax County Public Schools	1210	MANTUA ELEM	89,467.85
029	Fairfax County Public Schools	1240	KEENE MILL ELEM	84,307.70
029	Fairfax County Public Schools	1250	HERNDON ELEM	88,718.83
029	Fairfax County Public Schools	1260	CARTER G. WOODSON HIGH	93,321.37
029	Fairfax County Public Schools	1270	EDISON HIGH	93,739.81
029	Fairfax County Public Schools	1290	MARSHALL HIGH	91,501.12
029	Fairfax County Public Schools	1300	SANDBURG MIDDLE	85,624.96
029	Fairfax County Public Schools	131	CHANTILLY HIGH	97,365.68
029	Fairfax County Public Schools	1310	RAVENSWORTH ELEM	83,358.61
029	Fairfax County Public Schools	1320	WASHINGTON MILL ELEM	89,972.36
029	Fairfax County Public Schools	1330	HOLLIN MEADOWS ELEM	91,265.15
029	Fairfax County Public Schools	1350	STRATFORD LANDING ELEM	83,317.70
029	Fairfax County Public Schools	1360	ANNANDALE TERRACE ELEM	81,008.82
029	Fairfax County Public Schools	1371	THOMAS JEFFERSON HIGH	99,994.94
029	Fairfax County Public Schools	1380	STENWOOD ELEM	86,823.10
029	Fairfax County Public Schools	1390	MOSAIC ELEM	84,217.06
029	Fairfax County Public Schools	140	OAKTON ELEM	87,793.38
029	Fairfax County Public Schools	1400	LITTLE RUN ELEM	91,207.79
029	Fairfax County Public Schools	1410	FROST MIDDLE	93,737.74

Virginia Department of Education
Average Teacher Salaries by School for School Year 2024-2025

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 2024-2025 Salary
029	Fairfax County Public Schools	1420	HYBLA VALLEY ELEM	86,214.81
029	Fairfax County Public Schools	1430	WEST SPRINGFIELD ELEM	91,069.69
029	Fairfax County Public Schools	1440	KINGS PARK ELEM	86,988.16
029	Fairfax County Public Schools	1450	FORESTDALE ELEM	83,019.91
029	Fairfax County Public Schools	1460	LANGLEY HIGH	96,720.56
029	Fairfax County Public Schools	1480	FAIRFAX VILLA ELEM	90,299.76
029	Fairfax County Public Schools	150	ORANGE HUNT ELEM	88,975.98
029	Fairfax County Public Schools	1500	GREENBRIAR WEST ELEM	92,226.03
029	Fairfax County Public Schools	1510	COLUMBIA ELEM	85,882.60
029	Fairfax County Public Schools	1521	HOLMES MIDDLE	92,476.02
029	Fairfax County Public Schools	1530	ARMSTRONG ELEM	96,011.15
029	Fairfax County Public Schools	1540	UNION MILL ELEM	86,579.73
029	Fairfax County Public Schools	1550	WHITMAN MIDDLE	83,455.85
029	Fairfax County Public Schools	1570	LAKE ANNE ELEM	89,033.85
029	Fairfax County Public Schools	1580	WESTBRIAR ELEM	87,383.40
029	Fairfax County Public Schools	1590	CANTERBURY WOODS ELEM	89,342.60
029	Fairfax County Public Schools	1600	CUB RUN ELEM	89,708.72
029	Fairfax County Public Schools	1610	WEST SPRINGFIELD HIGH	91,272.35
029	Fairfax County Public Schools	1620	SPRING HILL ELEM	85,073.09
029	Fairfax County Public Schools	1630	FAIRHILL ELEM	79,556.91
029	Fairfax County Public Schools	1640	MOUNT VERNON WOODS ELEM	86,756.09
029	Fairfax County Public Schools	1650	OLDE CREEK ELEM	77,875.50
029	Fairfax County Public Schools	1660	SHREVEWOOD ELEM	83,921.32
029	Fairfax County Public Schools	1670	WESTGATE ELEM	78,935.77
029	Fairfax County Public Schools	1680	SILVERBROOK ELEM	90,926.40
029	Fairfax County Public Schools	1690	CARDINAL FOREST ELEM	88,378.83
029	Fairfax County Public Schools	170	TERRA CENTRE ELEM	90,292.05
029	Fairfax County Public Schools	1700	CUNNINGHAM PARK ELEM	90,216.85
029	Fairfax County Public Schools	1710	OAKTON HIGH	89,515.28
029	Fairfax County Public Schools	1730	BEECH TREE ELEM	81,951.93
029	Fairfax County Public Schools	1740	HAYFIELD ELEM	94,939.21
029	Fairfax County Public Schools	1760	KILMER MIDDLE	89,496.21
029	Fairfax County Public Schools	1761	KILMER CENTER	90,286.66
029	Fairfax County Public Schools	1770	ROLLING VALLEY ELEM	88,683.99
029	Fairfax County Public Schools	1790	BROOKFIELD ELEM	90,922.56
029	Fairfax County Public Schools	1800	HAYFIELD SECONDARY	93,140.09
029	Fairfax County Public Schools	1810	WOLFTRAP ELEM	89,477.79
029	Fairfax County Public Schools	1820	RIVERSIDE ELEM	85,516.03
029	Fairfax County Public Schools	1830	LONDON TOWNE ELEM	93,553.25
029	Fairfax County Public Schools	1840	GREENBRIAR EAST ELEM	88,914.22
029	Fairfax County Public Schools	1850	LEES CORNER ELEM	94,799.98
029	Fairfax County Public Schools	1860	OAK VIEW ELEM	94,090.53
029	Fairfax County Public Schools	1870	CLERMONT ELEM	89,096.37
029	Fairfax County Public Schools	1880	HUNT VALLEY ELEM	91,278.52
029	Fairfax County Public Schools	1890	KINGS GLEN ELEM	90,521.11
029	Fairfax County Public Schools	190	FAIRFAX COUNTY ADULT HIGH	99,996.96
029	Fairfax County Public Schools	1900	KEY MIDDLE	85,003.63
029	Fairfax County Public Schools	1901	KEY CENTER	88,512.09
029	Fairfax County Public Schools	1920	FORT HUNT ELEM	90,719.26
029	Fairfax County Public Schools	1940	CAMELOT ELEM	81,927.49
029	Fairfax County Public Schools	1950	HUNTERS WOODS ELEM	93,553.96
029	Fairfax County Public Schools	1960	ROBINSON SECONDARY	95,704.15
029	Fairfax County Public Schools	1970	LAUREL RIDGE ELEM	91,083.70
029	Fairfax County Public Schools	1980	HUTCHISON ELEM	88,963.75
029	Fairfax County Public Schools	1990	SOUTH LAKES HIGH	91,765.56
029	Fairfax County Public Schools	20	FAIRFAX HIGH	91,696.77

Virginia Department of Education
Average Teacher Salaries by School for School Year 2024-2025

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 2024-2025 Salary
029	Fairfax County Public Schools	200	CENTREVILLE HIGH	95,672.85
029	Fairfax County Public Schools	2000	BONNIE BRAE ELEM	87,231.67
029	Fairfax County Public Schools	2010	DRANESVILLE ELEM	91,070.46
029	Fairfax County Public Schools	2020	CROSSFIELD ELEM	92,680.94
029	Fairfax County Public Schools	2030	SANGSTER ELEM	90,596.98
029	Fairfax County Public Schools	2040	SARATOGA ELEM	82,194.90
029	Fairfax County Public Schools	2050	VIRGINIA RUN ELEM	91,185.43
029	Fairfax County Public Schools	2060	WILLOW SPRINGS ELEM	88,937.80
029	Fairfax County Public Schools	2070	STONE MIDDLE	94,320.18
029	Fairfax County Public Schools	2080	POPLAR TREE ELEM	90,295.11
029	Fairfax County Public Schools	2090	CENTRE RIDGE ELEM	86,839.22
029	Fairfax County Public Schools	2100	WAPLES MILL ELEM	90,907.61
029	Fairfax County Public Schools	220	DOGWOOD ELEM	85,090.80
029	Fairfax County Public Schools	2200	MCNAIR UPPER ELEM	85,706.64
029	Fairfax County Public Schools	2201	BRYANT HIGH	94,474.26
029	Fairfax County Public Schools	2203	ALDRIN ELEM	94,666.85
029	Fairfax County Public Schools	2204	DEER PARK ELEM	94,622.72
029	Fairfax County Public Schools	2205	CENTREVILLE ELEM	88,226.05
029	Fairfax County Public Schools	2209	LANE ELEM	81,141.64
029	Fairfax County Public Schools	2210	HALLEY ELEM	87,598.95
029	Fairfax County Public Schools	2211	MOUNTAIN VIEW HIGH	99,995.95
029	Fairfax County Public Schools	2222	CARSON MIDDLE	96,594.93
029	Fairfax County Public Schools	2224	FORT BELVOIR ELEM	76,734.62
029	Fairfax County Public Schools	2225	BULL RUN ELEM	91,298.78
029	Fairfax County Public Schools	2228	WESTFIELD HIGH	96,570.91
029	Fairfax County Public Schools	2229	DANIELS RUN ELEM	88,299.02
029	Fairfax County Public Schools	2230	PROVIDENCE ELEM	91,206.90
029	Fairfax County Public Schools	2231	MCNAIR ELEM	83,320.28
029	Fairfax County Public Schools	2233	LIBERTY MIDDLE	93,917.47
029	Fairfax County Public Schools	2234	COLVIN RUN ELEM	93,306.37
029	Fairfax County Public Schools	2235	ISLAND CREEK ELEM	89,704.53
029	Fairfax County Public Schools	2236	LORTON STATION ELEM	89,017.80
029	Fairfax County Public Schools	2237	POWELL ELEM	90,450.54
029	Fairfax County Public Schools	2238	DUNN LORING EC RESOURCE CTR	99,997.97
029	Fairfax County Public Schools	2241	SOUTH COUNTY HIGH	94,394.77
029	Fairfax County Public Schools	2243	EAGLE VIEW ELEM	86,661.64
029	Fairfax County Public Schools	2251	BULL RUN EC RESOURCE CTR	99,999.99
029	Fairfax County Public Schools	2252	VIRGINIA HILLS EC RESOURCE CTR	99,187.62
029	Fairfax County Public Schools	2347	COATES ELEM	85,012.16
029	Fairfax County Public Schools	2348	LAUREL HILL ELEM	82,328.10
029	Fairfax County Public Schools	2410	MASON CREST ELEM	86,081.70
029	Fairfax County Public Schools	2420	SOUTH COUNTY MIDDLE	94,824.97
029	Fairfax County Public Schools	2440	PIMMIT EC RESOURCE CTR	82,995.99
029	Fairfax County Public Schools	2458	FORT BELVOIR UPPER ELEM	82,015.13
029	Fairfax County Public Schools	2459	BAILEY'S UPPER ELEM	84,753.76
029	Fairfax County Public Schools	250	TERRASET ELEM	88,163.18
029	Fairfax County Public Schools	260	CLEARVIEW ELEM	93,458.04
029	Fairfax County Public Schools	280	SUNRISE VALLEY ELEM	89,554.46
029	Fairfax County Public Schools	290	FAIRVIEW ELEM	84,937.98
029	Fairfax County Public Schools	300	ROCKY RUN MIDDLE	97,239.61
029	Fairfax County Public Schools	32	HERNDON HIGH	95,687.20
029	Fairfax County Public Schools	320	FRANCONIA ELEM	85,758.89
029	Fairfax County Public Schools	33	HERNDON MIDDLE	87,829.74
029	Fairfax County Public Schools	330	GROVETON ELEM	84,789.33
029	Fairfax County Public Schools	350	HUGHES MIDDLE	89,637.76
029	Fairfax County Public Schools	370	FORESTVILLE ELEM	93,339.61

Virginia Department of Education
Average Teacher Salaries by School for School Year 2024-2025

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 2024-2025 Salary
029	Fairfax County Public Schools	380	WOODLAWN ELEM	85,042.08
029	Fairfax County Public Schools	390	FOX MILL ELEM	97,117.40
029	Fairfax County Public Schools	400	WHITE OAKS ELEM	90,208.18
029	Fairfax County Public Schools	420	MOUNT VERNON HIGH	90,458.74
029	Fairfax County Public Schools	430	OAK HILL ELEM	97,237.61
029	Fairfax County Public Schools	440	FRANKLIN MIDDLE	94,790.00
029	Fairfax County Public Schools	470	NEWINGTON FOREST ELEM	91,454.94
029	Fairfax County Public Schools	480	CHERRY RUN ELEM	97,208.92
029	Fairfax County Public Schools	490	FREEDOM HILL ELEM	87,767.72
029	Fairfax County Public Schools	510	MOUNT EAGLE ELEM	85,930.85
029	Fairfax County Public Schools	520	WEYANOKE ELEM	88,471.23
029	Fairfax County Public Schools	530	GRAHAM ROAD ELEM	79,374.13
029	Fairfax County Public Schools	550	BAILEY'S ELEM	88,313.36
029	Fairfax County Public Schools	560	BELLE VIEW ELEM	81,942.67
029	Fairfax County Public Schools	570	GREAT FALLS ELEM	90,614.04
029	Fairfax County Public Schools	580	WESTLAWN ELEM	86,742.53
029	Fairfax County Public Schools	590	WOODLEY HILLS ELEM	87,028.99
029	Fairfax County Public Schools	620	CAMERON ELEM	91,192.27
029	Fairfax County Public Schools	630	GARFIELD ELEM	91,194.87
029	Fairfax County Public Schools	650	WOODBURN ELEM	86,100.71
029	Fairfax County Public Schools	660	ANNANDALE HIGH	87,791.54
029	Fairfax County Public Schools	673	JACKSON MIDDLE	87,955.74
029	Fairfax County Public Schools	680	BUSH HILL ELEM	85,989.77
029	Fairfax County Public Schools	690	GUNSTON ELEM	90,987.73
029	Fairfax County Public Schools	70	FOREST EDGE ELEM	83,026.66
029	Fairfax County Public Schools	700	BUCKNELL ELEM	83,480.74
029	Fairfax County Public Schools	710	SLEEPY HOLLOW ELEM	83,796.04
029	Fairfax County Public Schools	720	BELVEDERE ELEM	85,459.25
029	Fairfax County Public Schools	730	FLINT HILL ELEM	85,424.22
029	Fairfax County Public Schools	740	FLORIS ELEM	86,391.90
029	Fairfax County Public Schools	750	HAYCOCK ELEM	84,678.98
029	Fairfax County Public Schools	770	LEMON ROAD ELEM	85,926.31
029	Fairfax County Public Schools	790	MCLEAN HIGH	91,599.96
029	Fairfax County Public Schools	80	SHERMAN ELEM	85,882.49
029	Fairfax County Public Schools	800	NAVY ELEM	89,082.47
029	Fairfax County Public Schools	820	PINE SPRING ELEM	88,140.38
029	Fairfax County Public Schools	830	TIMBER LANE ELEM	83,459.07
029	Fairfax County Public Schools	850	WAKEFIELD FOREST ELEM	90,710.75
029	Fairfax County Public Schools	870	CRESTWOOD ELEM	90,477.72
029	Fairfax County Public Schools	890	LYNBROOK ELEM	87,145.38
029	Fairfax County Public Schools	90	LAKE BRADDOCK SECONDARY	93,830.92
029	Fairfax County Public Schools	900	WEST POTOMAC HIGH	92,881.16
029	Fairfax County Public Schools	930	NORTH SPRINGFIELD ELEM	87,462.59
029	Fairfax County Public Schools	940	BREN MAR PARK ELEM	84,884.58
029	Fairfax County Public Schools	950	ROSE HILL ELEM	84,967.75
029	Fairfax County Public Schools	960	SPRINGFIELD ESTATES ELEM	90,941.55
029	Fairfax County Public Schools	970	GLEN FOREST ELEM	85,129.39
029	Fairfax County Public Schools	980	KENT GARDENS ELEM	85,561.08
029	Fairfax County Public Schools	9996	DJJ OR SVCS BD SCHOOLS	99,998.98
030	Fauquier County Public Schools	10	MARSHALL MIDDLE	70,648.84
030	Fauquier County Public Schools	120	CLAUDE THOMPSON ELEM	70,800.78
030	Fauquier County Public Schools	20	MARY WALTER ELEM	64,034.76
030	Fauquier County Public Schools	450	GRACE MILLER ELEM	68,509.25
030	Fauquier County Public Schools	460	C. HUNTER RITCHIE ELEM	72,525.02
030	Fauquier County Public Schools	510	KETTLE RUN HIGH SCH	70,422.95
030	Fauquier County Public Schools	511	GREENVILLE ELEM	67,253.87

<div>Virginia Department of Education</div> <div>Average Teacher Salaries by School for School Year 2024-2025</div> <div> <p>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.</p> <p>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.</p> </div>				
Division	Name	School Number	School Name	Average 2024-2025 Salary
030	Fauquier County Public Schools	520	CEDAR LEE MIDDLE	67,397.19
030	Fauquier County Public Schools	530	MARGARET M. PIERCE ELEM	65,578.79
030	Fauquier County Public Schools	670	W.C. TAYLOR MIDDLE	64,817.89
030	Fauquier County Public Schools	701	FAUQUIER HIGH	74,447.55
030	Fauquier County Public Schools	720	P.B. SMITH ELEM	71,645.83
030	Fauquier County Public Schools	730	C.M. BRADLEY ELEM	68,482.37
030	Fauquier County Public Schools	740	W.G. COLEMAN ELEM	67,007.53
030	Fauquier County Public Schools	750	H.M. PEARSON ELEM	65,016.95
030	Fauquier County Public Schools	851	LIBERTY HIGH	69,577.53
030	Fauquier County Public Schools	853	JAMES G. BRUMFIELD ELEM	66,569.50
030	Fauquier County Public Schools	854	AUBURN MIDDLE	69,789.40
031	Floyd County Public Schools	360	FLOYD ELEM	51,287.00
031	Floyd County Public Schools	500	WILLIS ELEM	57,558.00
031	Floyd County Public Schools	650	INDIAN VALLEY ELEM	56,268.00
031	Floyd County Public Schools	660	FLOYD COUNTY HIGH	54,482.00
031	Floyd County Public Schools	90	CHECK ELEM	52,342.00
032	Fluvanna County Public Schools	260	FLUVANNA COUNTY HIGH	67,112.41
032	Fluvanna County Public Schools	300	CARYSBROOK ELEM	64,994.19
032	Fluvanna County Public Schools	310	CENTRAL ELEM	63,335.83
032	Fluvanna County Public Schools	320	FLUVANNA MIDDLE	65,111.30
033	Franklin County Public Schools	1170	SNOW CREEK ELEM	62,943.57
033	Franklin County Public Schools	1311	FRANKLIN COUNTY HIGH	57,749.72
033	Franklin County Public Schools	1360	FERRUM ELEM	56,817.50
033	Franklin County Public Schools	1370	BOONES MILL ELEM	56,438.75
033	Franklin County Public Schools	1380	ROCKY MOUNT ELEM	57,870.84
033	Franklin County Public Schools	20	DUDLEY ELEM	57,784.54
033	Franklin County Public Schools	31	BENJAMIN FRANKLIN MIDDLE	58,417.48
033	Franklin County Public Schools	350	CALLAWAY ELEM	57,539.40
033	Franklin County Public Schools	660	LEE M. WAID ELEM	54,656.53
033	Franklin County Public Schools	690	GLADE HILL ELEM	56,253.13
033	Franklin County Public Schools	960	SONTAG ELEM	55,116.50
033	Franklin County Public Schools	980	WINDY GAP ELEM	61,636.21
034	Frederick County Public Schools	10	APPLE PIE RIDGE ELEM	67,399.11
034	Frederick County Public Schools	20	BASS-HOOVER ELEM	67,987.69
034	Frederick County Public Schools	30	JAMES WOOD HIGH	73,048.45
034	Frederick County Public Schools	320	ARMEL ELEM	70,145.41
034	Frederick County Public Schools	340	MIDDLETOWN ELEM	69,557.56
034	Frederick County Public Schools	380	GAINESBORO ELEM	68,550.79
034	Frederick County Public Schools	40	INDIAN HOLLOW ELEM	67,157.51
034	Frederick County Public Schools	410	STONEWALL ELEM	66,266.92
034	Frederick County Public Schools	420	JAMES WOOD MIDDLE	70,110.83
034	Frederick County Public Schools	460	FREDERICK COUNTY MIDDLE	71,245.74
034	Frederick County Public Schools	480	ROBERT E. AYLOR MIDDLE	67,687.05
034	Frederick County Public Schools	581	SHERANDO HIGH	70,915.25
034	Frederick County Public Schools	582	REDBUD RUN ELEM	68,288.91
034	Frederick County Public Schools	583	ORCHARD VIEW ELEM	65,639.40
034	Frederick County Public Schools	584	MILLBROOK HIGH	69,952.93
034	Frederick County Public Schools	586	ADMIRAL RICHARD E. BYRD MIDDLE	69,429.31
034	Frederick County Public Schools	587	EVENDALE ELEM	67,348.39
034	Frederick County Public Schools	590	GREENWOOD MILL ELEM	65,209.72
034	Frederick County Public Schools	591	JORDAN SPRINGS ELEM	66,048.72
035	Giles County Public Schools	10	EASTERN COMBINED	59,378.01
035	Giles County Public Schools	390	MACY MCCLAUGHERTY COMBINED	59,329.90
035	Giles County Public Schools	400	NARROWS ELEM/MID.	59,312.89
035	Giles County Public Schools	461	GILES HIGH	59,433.16
035	Giles County Public Schools	470	NARROWS HIGH	59,339.98

Virginia Department of Education
Average Teacher Salaries by School for School Year 2024-2025

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 2024-2025 Salary
036	Gloucester County Public Schools	100	BOTETOURL ELEM	67,760.76
036	Gloucester County Public Schools	240	ACHILLES ELEM	63,460.21
036	Gloucester County Public Schools	250	ABINGDON ELEM	62,229.05
036	Gloucester County Public Schools	260	GLOUCESTER HIGH	69,612.70
036	Gloucester County Public Schools	270	PETSWORTH ELEM	63,500.68
036	Gloucester County Public Schools	280	PEASLEY MIDDLE	63,453.67
036	Gloucester County Public Schools	381	BETHEL ELEM	61,495.80
036	Gloucester County Public Schools	802	PAGE MIDDLE	62,440.94
037	Goochland County Public Schools	120	BYRD ELEM	69,776.00
037	Goochland County Public Schools	220	GOOCHLAND HIGH	68,666.00
037	Goochland County Public Schools	260	RANDOLPH ELEM	65,708.00
037	Goochland County Public Schools	340	GOOCHLAND MIDDLE	66,598.00
037	Goochland County Public Schools	360	GOOCHLAND ELEM	65,816.00
038	Grayson County Public Schools	11	INDEPENDENCE MIDDLE	58,828.00
038	Grayson County Public Schools	421	GRAYSON COUNTY HIGH	61,910.00
038	Grayson County Public Schools	422	INDEPENDENCE ELEM	61,164.00
038	Grayson County Public Schools	430	GRAYSON HIGHLANDS	62,028.00
038	Grayson County Public Schools	480	FAIRVIEW ELEM	58,758.00
038	Grayson County Public Schools	911	FRIES ELEM	59,228.00
039	Greene County Public Schools	10	NATHANAEL GREENE PRIMARY	65,326.00
039	Greene County Public Schools	20	NATHANAEL GREENE ELEM	61,961.00
039	Greene County Public Schools	30	RUCKERSVILLE ELEM	62,870.00
039	Greene County Public Schools	71	WILLIAM MONROE MIDDLE	61,860.00
039	Greene County Public Schools	72	WILLIAM MONROE HIGH	63,448.00
040	Greensville County Public Schools	190	EDWARD W WYATT MIDDLE	56,519.00
040	Greensville County Public Schools	200	GREENSVILLE COUNTY HIGH	57,873.00
040	Greensville County Public Schools	50	GREENSVILLE ELEM	59,075.00
041	Halifax County Public Schools	10	HALIFAX COUNTY HIGH	60,290.00
041	Halifax County Public Schools	1480	HALIFAX COUNTY MIDDLE	55,950.00
041	Halifax County Public Schools	1490	SYDNOR JENNINGS ELEM	55,108.00
041	Halifax County Public Schools	1510	SCOTTSBURG ELEM	57,669.00
041	Halifax County Public Schools	1521	SINAI ELEM	60,695.00
041	Halifax County Public Schools	1550	MEADVILLE ELEM	60,588.00
041	Halifax County Public Schools	1560	CLAYS MILL ELEM	58,716.00
041	Halifax County Public Schools	20	CLUSTER SPRINGS ELEM	56,182.00
041	Halifax County Public Schools	30	SOUTH BOSTON ELEM	57,037.00
041	Halifax County Public Schools	950	SOUTH BOSTON/HALIFAX EARLY LEARNING CTR	58,728.00
042	Hanover County Public Schools	160	ASHLAND ELEMENTARY	61,813.00
042	Hanover County Public Schools	20	BEAVERDAM ELEM	62,936.00
042	Hanover County Public Schools	200	KERSEY CREEK ELEM	62,995.00
042	Hanover County Public Schools	210	LAUREL MEADOW ELEM	62,296.00
042	Hanover County Public Schools	290	WASHINGTON-HENRY ELEM	62,982.00
042	Hanover County Public Schools	30	RURAL POINT ELEM	62,554.00
042	Hanover County Public Schools	360	BATTLEFIELD PARK ELEM	64,171.00
042	Hanover County Public Schools	370	MECHANICSVILLE HIGH	61,651.00
042	Hanover County Public Schools	40	SOUTH ANNA ELEM	59,233.00
042	Hanover County Public Schools	400	PATRICK HENRY HIGH	65,334.00
042	Hanover County Public Schools	410	PEARSON'S CORNER ELEM	61,972.00
042	Hanover County Public Schools	420	MECHANICSVILLE ELEM	63,219.00
042	Hanover County Public Schools	430	ELMONT ELEM	61,519.00
042	Hanover County Public Schools	440	BELL CREEK MIDDLE	61,162.00
042	Hanover County Public Schools	450	LIBERTY MIDDLE	61,646.00
042	Hanover County Public Schools	551	COOL SPRING ELEM	62,645.00
042	Hanover County Public Schools	552	POLE GREEN ELEM	64,334.00
042	Hanover County Public Schools	553	OAK KNOLL MIDDLE	61,854.00

<div>Virginia Department of Education</div> <div>Average Teacher Salaries by School for School Year 2024-2025</div> <div> <p>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.</p> <p>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.</p> </div>				
Division	Name	School Number	School Name	Average 2024-2025 Salary
042	Hanover County Public Schools	554	HANOVER HIGH	61,849.00
042	Hanover County Public Schools	61	CHICKAHOMINY MIDDLE	62,100.00
042	Hanover County Public Schools	62	ATLEE HIGH	63,995.00
042	Hanover County Public Schools	70	COLD HARBOR ELEM	61,685.00
043	Henrico County Public Schools	10	THREE CHOPT ELEM	66,523.65
043	Henrico County Public Schools	100	HUNGARY CREEK MIDDLE	69,059.88
043	Henrico County Public Schools	120	DONAHOE ELEM	65,239.13
043	Henrico County Public Schools	130	ROLFE MIDDLE	63,955.07
043	Henrico County Public Schools	140	GODWIN HIGH	69,465.24
043	Henrico County Public Schools	150	GAYTON ELEM	69,107.37
043	Henrico County Public Schools	160	DEEP RUN HIGH	70,254.29
043	Henrico County Public Schools	190	HIGHLAND SPRINGS HIGH	67,356.15
043	Henrico County Public Schools	20	GLEN ALLEN ELEM	66,292.01
043	Henrico County Public Schools	200	FAIR OAKS ELEM	65,678.04
043	Henrico County Public Schools	210	MONTROSE ELEM	61,916.31
043	Henrico County Public Schools	220	SANDSTON ELEM	66,140.06
043	Henrico County Public Schools	230	SPRINGFIELD PARK ELEM	66,148.81
043	Henrico County Public Schools	240	RIVERS EDGE ELEM	69,529.20
043	Henrico County Public Schools	250	L. DOUGLAS WILDER MIDDLE	65,023.56
043	Henrico County Public Schools	260	GREENWOOD ELEM	67,973.21
043	Henrico County Public Schools	270	NUCKOLS FARM ELEM	66,286.30
043	Henrico County Public Schools	280	POCAHONTAS MIDDLE	68,209.68
043	Henrico County Public Schools	290	VARINA ELEM	65,579.49
043	Henrico County Public Schools	300	ECHO LAKE ELEM	71,856.69
043	Henrico County Public Schools	310	TWIN HICKORY ELEM	67,878.12
043	Henrico County Public Schools	320	ARTHUR ASHE JR. ELEM	64,893.06
043	Henrico County Public Schools	330	WARD ELEM	65,604.35
043	Henrico County Public Schools	360	TUCKAHOE ELEM	68,953.17
043	Henrico County Public Schools	370	LAKESIDE ELEM	66,814.71
043	Henrico County Public Schools	380	GLEN LEA ELEM	64,528.52
043	Henrico County Public Schools	390	MOODY MIDDLE	66,270.03
043	Henrico County Public Schools	400	CRESTVIEW ELEM	65,564.21
043	Henrico County Public Schools	410	FREEMAN HIGH	68,327.05
043	Henrico County Public Schools	420	RATCLIFFE ELEM	64,456.45
043	Henrico County Public Schools	430	LABURNUM ELEM	62,848.38
043	Henrico County Public Schools	440	PEMBERTON ELEM	70,321.98
043	Henrico County Public Schools	450	MEHFOUD ELEM	70,141.19
043	Henrico County Public Schools	470	BAKER ELEM	63,877.26
043	Henrico County Public Schools	480	SKIPWITH ELEM	65,325.74
043	Henrico County Public Schools	490	TREVVETT ELEM	64,976.92
043	Henrico County Public Schools	50	LONGDALE ELEM	67,139.89
043	Henrico County Public Schools	500	BROOKLAND MIDDLE	65,751.54
043	Henrico County Public Schools	510	FAIRFIELD MIDDLE	64,149.50
043	Henrico County Public Schools	520	TUCKAHOE MIDDLE	68,446.15
043	Henrico County Public Schools	530	JOHNSON ELEM	65,600.34
043	Henrico County Public Schools	540	MAYBEURY ELEM	69,339.16
043	Henrico County Public Schools	550	SEVEN PINES ELEM	67,245.88
043	Henrico County Public Schools	570	PINCHBECK ELEM	67,884.13
043	Henrico County Public Schools	580	VARINA HIGH	65,216.62
043	Henrico County Public Schools	590	CHAMBERLAYNE ELEM	65,804.95
043	Henrico County Public Schools	60	SHORT PUMP ELEM	69,916.43
043	Henrico County Public Schools	600	TUCKER HIGH	68,735.26
043	Henrico County Public Schools	610	HENRICO HIGH	67,466.00
043	Henrico County Public Schools	620	DAVIS ELEM	66,354.88
043	Henrico County Public Schools	630	LONGAN ELEM	66,842.22
043	Henrico County Public Schools	640	HIGHLAND SPRINGS ELEM	64,757.01

<div>Virginia Department of Education</div> <div>Average Teacher Salaries by School for School Year 2024-2025</div> <div> <p>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.</p> <p>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.</p> </div>				
Division	Name	School Number	School Name	Average 2024-2025 Salary
043	Henrico County Public Schools	650	CARVER ELEM	67,372.16
043	Henrico County Public Schools	660	ADAMS ELEM	66,730.17
043	Henrico County Public Schools	670	HERMITAGE HIGH	67,205.21
043	Henrico County Public Schools	680	HOLLADAY ELEM	65,719.96
043	Henrico County Public Schools	690	QUIOCCASIN MIDDLE	65,918.82
043	Henrico County Public Schools	700	DUMBARTON ELEM	67,472.43
043	Henrico County Public Schools	710	SHADY GROVE ELEM	68,252.59
043	Henrico County Public Schools	80	SHORT PUMP MIDDLE	67,760.55
043	Henrico County Public Schools	82	KAECHELE ELEM	69,347.58
043	Henrico County Public Schools	90	RIDGE ELEM	67,066.58
043	Henrico County Public Schools	92	ELKO MIDDLE	65,602.34
043	Henrico County Public Schools	93	COLONIAL TRAIL ELEM	65,682.12
043	Henrico County Public Schools	94	HARVIE ELEM	66,050.70
043	Henrico County Public Schools	95	HOLMAN MIDDLE	68,717.10
043	Henrico County Public Schools	96	GLEN ALLEN HIGH	66,726.24
044	Henry County Public Schools	10	BASSETT HIGH	59,675.00
044	Henry County Public Schools	20	MAGNA VISTA HIGH	59,764.00
044	Henry County Public Schools	220	SANVILLE ELEM	63,605.00
044	Henry County Public Schools	361	AXTON ELEM	63,664.00
044	Henry County Public Schools	480	G.W. CARVER ELEM	61,491.00
044	Henry County Public Schools	530	DREWRY MASON ELEM	63,448.00
044	Henry County Public Schools	590	CAMPBELL COURT ELEM	60,046.00
044	Henry County Public Schools	620	FIELDALE-COLLINSVILLE MIDDLE	60,034.00
044	Henry County Public Schools	661	MEADOW VIEW ELEM	60,484.00
044	Henry County Public Schools	670	LAUREL PARK MIDDLE	58,364.00
044	Henry County Public Schools	740	RICH ACRES ELEM	59,265.00
044	Henry County Public Schools	760	STANLEYTOWN ELEM	60,191.00
044	Henry County Public Schools	872	MOUNT OLIVET ELEM	60,489.00
045	Highland County Public Schools	110	HIGHLAND ELEM	52,406.00
045	Highland County Public Schools	220	HIGHLAND HIGH	51,565.00
046	Isle of Wight County Public Schools	240	WINDSOR ELEM	63,480.98
046	Isle of Wight County Public Schools	250	WINDSOR HIGH	65,036.27
046	Isle of Wight County Public Schools	280	CARRSVILLE ELEM	60,222.90
046	Isle of Wight County Public Schools	320	HARDY ELEM	59,592.89
046	Isle of Wight County Public Schools	40	SMITHFIELD HIGH	61,591.62
046	Isle of Wight County Public Schools	421	CARROLLTON ELEM	60,610.68
046	Isle of Wight County Public Schools	422	GEORGIE D. TYLER MIDDLE	60,507.65
046	Isle of Wight County Public Schools	424	WESTSIDE ELEM	62,527.11
046	Isle of Wight County Public Schools	50	SMITHFIELD MIDDLE	62,139.19
048	King George County Public Schools	10	KING GEORGE MIDDLE	60,270.00
048	King George County Public Schools	100	KING GEORGE ELEM	66,162.00
048	King George County Public Schools	120	KING GEORGE HIGH	65,867.00
048	King George County Public Schools	221	SEALSTON ELEM	60,507.00
048	King George County Public Schools	50	POTOMAC ELEM	62,575.00
049	King and Queen County Public Schools	200	KING & QUEEN ELEM	56,801.22
049	King and Queen County Public Schools	280	CENTRAL HIGH	59,295.58
049	King and Queen County Public Schools	290	LAWSON-MARRIOTT ELEM	55,896.93
050	King William County Public Schools	130	KING WILLIAM HIGH	62,187.55
050	King William County Public Schools	160	HAMILTON HOLMES MIDDLE	64,214.97
050	King William County Public Schools	180	ACQUINTON ELEM	60,676.54
050	King William County Public Schools	190	COOL SPRING PRIMARY	63,053.66
051	Lancaster County Public Schools	10	LANCASTER HIGH	59,395.04
051	Lancaster County Public Schools	110	LANCASTER ELEMENTARY	60,930.33
051	Lancaster County Public Schools	310	LANCASTER EARLY CHILDHOOD EDUCATION CENTER	67,815.80
052	Lee County Public Schools	160	DRYDEN ELEM	53,631.00

Virginia Department of Education
Average Teacher Salaries by School for School Year 2024-2025

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 2024-2025 Salary
052	Lee County Public Schools	200	ST. CHARLES ELEM	49,590.00
052	Lee County Public Schools	290	PENNINGTON MIDDLE	53,187.00
052	Lee County Public Schools	300	LEE HIGH	53,613.00
052	Lee County Public Schools	330	ELK KNOB ELEM	53,697.00
052	Lee County Public Schools	470	JONESVILLE MIDDLE	55,157.00
052	Lee County Public Schools	630	FLATWOODS ELEM	51,831.00
052	Lee County Public Schools	670	ROSE HILL ELEM	49,713.00
052	Lee County Public Schools	820	ELYDALE MIDDLE	51,515.00
052	Lee County Public Schools	880	THOMAS WALKER HIGH	53,724.00
053	Loudoun County Public Schools	10	SUGARLAND ELEM	86,834.23
053	Loudoun County Public Schools	1000	DISCOVERY ELEM	86,002.04
053	Loudoun County Public Schools	1030	MADISON'S TRUST ELEM	85,339.39
053	Loudoun County Public Schools	1040	TRAILSIDE MIDDLE	88,855.07
053	Loudoun County Public Schools	1050	RIVERSIDE HIGH	94,086.87
053	Loudoun County Public Schools	1060	ROCK RIDGE HIGH	89,371.67
053	Loudoun County Public Schools	111	HILLSBORO CHARTER ACADEMY	94,287.85
053	Loudoun County Public Schools	1110	INDEPENDENCE HIGH	87,319.33
053	Loudoun County Public Schools	1120	BRAMBLETON MIDDLE	84,740.48
053	Loudoun County Public Schools	1130	LIGHTRIDGE HIGH	88,703.95
053	Loudoun County Public Schools	1131	HOVATTER ELEM	84,472.46
053	Loudoun County Public Schools	1140	WAXPOOL ELEM	86,580.72
053	Loudoun County Public Schools	1151	ELAINE E. THOMPSON ELEM	80,450.32
053	Loudoun County Public Schools	116	HENRIETTA LACKS ELEM	82,931.43
053	Loudoun County Public Schools	117	WATSON MOUNTAIN MIDDLE	86,892.59
053	Loudoun County Public Schools	120	FREEDOM HIGH	86,387.76
053	Loudoun County Public Schools	1200	MIDDLEBURG COMMUNITY CHARTER	88,776.57
053	Loudoun County Public Schools	130	LUCKETTS ELEM	94,541.60
053	Loudoun County Public Schools	140	POTOMAC FALLS HIGH	90,658.16
053	Loudoun County Public Schools	150	ALGONKIAN ELEM	95,455.76
053	Loudoun County Public Schools	160	COOL SPRING ELEM	88,472.43
053	Loudoun County Public Schools	170	ASHBURN ELEM	97,016.18
053	Loudoun County Public Schools	180	ROUND HILL ELEM	97,147.94
053	Loudoun County Public Schools	190	EVERGREEN MILL ELEM	91,001.62
053	Loudoun County Public Schools	20	J. LUPTON SIMPSON MIDDLE	91,473.93
053	Loudoun County Public Schools	200	TUSCARORA HIGH	90,325.21
053	Loudoun County Public Schools	210	FARMWELL STATION MIDDLE	92,558.72
053	Loudoun County Public Schools	220	BALL'S BLUFF ELEM	92,754.21
053	Loudoun County Public Schools	230	HAMILTON ELEM	99,999.99
053	Loudoun County Public Schools	240	SANDERS CORNER ELEM	92,352.24
053	Loudoun County Public Schools	250	POTOWMACK ELEM	82,241.04
053	Loudoun County Public Schools	270	NEWTON-LEE ELEM	90,702.74
053	Loudoun County Public Schools	280	SYCOLIN CREEK ELEM	98,941.93
053	Loudoun County Public Schools	290	LINCOLN ELEM	99,999.98
053	Loudoun County Public Schools	30	SENECA RIDGE MIDDLE	88,806.68
053	Loudoun County Public Schools	300	BELMONT STATION ELEM	86,733.21
053	Loudoun County Public Schools	31	DOMINION HIGH	90,690.81
053	Loudoun County Public Schools	320	MERCER MIDDLE	88,351.25
053	Loudoun County Public Schools	340	PINEBROOK ELEM	90,302.89
053	Loudoun County Public Schools	350	STEUART W. WELLER ELEM	87,341.78
053	Loudoun County Public Schools	360	WILLARD MIDDLE	85,155.84
053	Loudoun County Public Schools	370	JOHN CHAMPE HS	88,380.87
053	Loudoun County Public Schools	371	GOSHEN POST ELEM	79,201.89
053	Loudoun County Public Schools	380	MOOREFIELD STATION ELEM	80,329.15
053	Loudoun County Public Schools	40	ROLLING RIDGE ELEM	84,144.06
053	Loudoun County Public Schools	400	HILLSIDE ELEM	91,410.37
053	Loudoun County Public Schools	420	BRIAR WOODS HIGH	94,392.80

Virginia Department of Education
Average Teacher Salaries by School for School Year 2024-2025

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 2024-2025 Salary
053	Loudoun County Public Schools	430	LEGACY ELEM	90,426.01
053	Loudoun County Public Schools	450	BUFFALO TRAIL ELEM	90,187.82
053	Loudoun County Public Schools	460	CARDINAL RIDGE ELEM	77,071.46
053	Loudoun County Public Schools	470	DOMINION TRAIL ELEM	89,614.07
053	Loudoun County Public Schools	500	LOWES ISLAND ELEM	84,845.16
053	Loudoun County Public Schools	510	ALDIE ELEM	94,364.63
053	Loudoun County Public Schools	520	HARPER PARK MIDDLE	95,860.45
053	Loudoun County Public Schools	530	FREDERICK DOUGLASS ELEM	86,935.84
053	Loudoun County Public Schools	532	W.O. ROBEY HIGH	92,708.55
053	Loudoun County Public Schools	540	CREIGHTON'S CORNER ELEM	83,444.00
053	Loudoun County Public Schools	550	ROSA LEE CARTER ELEM	89,662.80
053	Loudoun County Public Schools	560	LIBERTY ELEM	89,060.53
053	Loudoun County Public Schools	570	STONE HILL MIDDLE	86,833.20
053	Loudoun County Public Schools	580	J MICHAEL LUNSFORD MIDDLE	92,260.67
053	Loudoun County Public Schools	590	WOODGROVE HIGH	99,999.97
053	Loudoun County Public Schools	60	PARK VIEW HIGH	86,313.30
053	Loudoun County Public Schools	600	KENNETH W CULBERT ELEM	93,266.72
053	Loudoun County Public Schools	610	ARCOLA ELEM	88,990.58
053	Loudoun County Public Schools	650	BANNEKER ELEM	87,504.65
053	Loudoun County Public Schools	660	LOUDOUN COUNTY HIGH	98,144.01
053	Loudoun County Public Schools	680	LOUDOUN VALLEY HIGH	94,356.05
053	Loudoun County Public Schools	690	STERLING ELEM	84,175.12
053	Loudoun County Public Schools	70	MEADOWLAND ELEM	84,568.19
053	Loudoun County Public Schools	700	WATERFORD ELEM	99,343.33
053	Loudoun County Public Schools	710	CATOCTIN ELEM	94,887.68
053	Loudoun County Public Schools	720	GUILFORD ELEM	81,340.80
053	Loudoun County Public Schools	730	EMERICK ELEM	100,000.00
053	Loudoun County Public Schools	740	BROAD RUN HIGH	93,127.06
053	Loudoun County Public Schools	750	SULLY ELEM	87,412.22
053	Loudoun County Public Schools	760	STERLING MIDDLE	80,447.74
053	Loudoun County Public Schools	780	LOVETTSVILLE ELEM	95,966.81
053	Loudoun County Public Schools	790	BLUE RIDGE MIDDLE	98,491.34
053	Loudoun County Public Schools	80	LEESBURG ELEM	95,091.13
053	Loudoun County Public Schools	820	HORIZON ELEM	84,876.93
053	Loudoun County Public Schools	840	CEDAR LANE ELEM	88,487.15
053	Loudoun County Public Schools	850	STONE BRIDGE HIGH	88,670.37
053	Loudoun County Public Schools	860	LITTLE RIVER ELEM	84,778.24
053	Loudoun County Public Schools	870	SELDENS LANDING ELEM	91,704.21
053	Loudoun County Public Schools	880	EAGLE RIDGE MIDDLE	89,399.08
053	Loudoun County Public Schools	890	COUNTRYSIDE ELEM	85,996.54
053	Loudoun County Public Schools	90	SMART'S MILL MIDDLE	85,007.31
053	Loudoun County Public Schools	900	HERITAGE HIGH	94,064.95
053	Loudoun County Public Schools	91	FRANCES HAZEL REID ELEM	93,354.56
053	Loudoun County Public Schools	910	MILL RUN ELEM	95,936.63
053	Loudoun County Public Schools	921	HARMONY MIDDLE	98,727.99
053	Loudoun County Public Schools	930	RIVER BEND MIDDLE	85,512.22
053	Loudoun County Public Schools	940	BELMONT RIDGE MIDDLE	93,266.69
053	Loudoun County Public Schools	950	JOHN W. TOLBERT JR. ELEM	95,258.54
053	Loudoun County Public Schools	960	HUTCHISON FARM ELEM	88,298.68
053	Loudoun County Public Schools	970	FOREST GROVE ELEM	83,096.69
053	Loudoun County Public Schools	980	MOUNTAIN VIEW ELEM	93,584.99
054	Louisa County Public Schools	601	LOUISA COUNTY MIDDLE	66,835.21
054	Louisa County Public Schools	602	LOUISA COUNTY HIGH	67,528.60
054	Louisa County Public Schools	610	THOMAS JEFFERSON ELEM	66,985.83
054	Louisa County Public Schools	641	TREVILIANS ELEM	65,576.68
054	Louisa County Public Schools	660	JOUETT ELEM	65,083.96

<div>Virginia Department of Education</div> <div>Average Teacher Salaries by School for School Year 2024-2025</div> <div> <p>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.</p> <p>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.</p> </div>				
Division	Name	School Number	School Name	Average 2024-2025 Salary
054	Louisa County Public Schools	80	MOSS-NUCKOLS ELEM	61,909.19
055	Lunenburg County Public Schools	140	VICTORIA ELEM	59,631.00
055	Lunenburg County Public Schools	171	LUNENBURG MIDDLE	55,409.00
055	Lunenburg County Public Schools	240	KENBRIDGE ELEM	54,313.00
055	Lunenburg County Public Schools	560	CENTRAL HIGH	58,887.00
056	Madison County Public Schools	200	WAVERLY YOWELL ELEM	57,026.00
056	Madison County Public Schools	221	MADISON COUNTY HIGH	57,901.00
056	Madison County Public Schools	222	WILLIAM H. WETSEL MIDDLE	57,265.00
056	Madison County Public Schools	230	MADISON PRIMARY	61,278.00
057	Mathews County Public Schools	100	THOMAS HUNTER MIDDLE	56,506.96
057	Mathews County Public Schools	190	MATHEWS HIGH	61,769.24
057	Mathews County Public Schools	291	MATHEWS ELEM	62,693.57
058	Mecklenburg County Public Schools	1000	CLARKSVILLE ELEM	59,417.00
058	Mecklenburg County Public Schools	1020	LACROSSE ELEM	57,765.00
058	Mecklenburg County Public Schools	1040	MECKLENBURG COUNTY MIDDLE	61,025.00
058	Mecklenburg County Public Schools	1041	MECKLENBURG COUNTY HIGH	59,438.00
058	Mecklenburg County Public Schools	190	SOUTH HILL ELEM	56,583.00
058	Mecklenburg County Public Schools	910	CHASE CITY ELEM	57,863.00
059	Middlesex County Public Schools	140	ST. CLARE WALKER MIDDLE	60,147.00
059	Middlesex County Public Schools	291	MIDDLESEX ELEM	58,598.79
059	Middlesex County Public Schools	90	MIDDLESEX HIGH	60,587.18
060	Montgomery County Public Schools	10	HARDING AVENUE ELEM	55,650.62
060	Montgomery County Public Schools	210	PRICES FORK ELEM	55,567.20
060	Montgomery County Public Schools	290	SHAWSVILLE MIDDLE	56,396.16
060	Montgomery County Public Schools	30	EASTERN MONTGOMERY ELEM	55,973.52
060	Montgomery County Public Schools	600	FALLING BRANCH ELEM	58,048.44
060	Montgomery County Public Schools	650	AUBURN HIGH	59,726.64
060	Montgomery County Public Schools	671	CHRISTIANSBURG MIDDLE	55,285.46
060	Montgomery County Public Schools	700	BELVIEW ELEM	55,581.72
060	Montgomery County Public Schools	710	BLACKSBURG MIDDLE	58,322.64
060	Montgomery County Public Schools	730	MARGARET BEEKS ELEM	54,381.64
060	Montgomery County Public Schools	740	CHRISTIANSBURG ELEM	53,847.48
060	Montgomery County Public Schools	750	GILBERT LINKOUS ELEM	55,581.70
060	Montgomery County Public Schools	760	BLACKSBURG HIGH	58,672.68
060	Montgomery County Public Schools	770	CHRISTIANSBURG HIGH	58,801.92
060	Montgomery County Public Schools	780	CHRISTIANSBURG PRIMARY	55,281.72
060	Montgomery County Public Schools	901	KIPPS ELEM	57,247.68
060	Montgomery County Public Schools	902	AUBURN ELEM	56,396.17
060	Montgomery County Public Schools	903	AUBURN MIDDLE	55,973.53
060	Montgomery County Public Schools	904	EASTERN MONTGOMERY HIGH	56,817.60
062	Nelson County Public Schools	10	ROCKFISH RIVER ELEM	64,621.79
062	Nelson County Public Schools	20	TYE RIVER ELEM	64,954.36
062	Nelson County Public Schools	710	NELSON COUNTY HIGH	67,797.16
062	Nelson County Public Schools	730	NELSON MIDDLE	67,160.93
063	New Kent County Public Schools	10	NEW KENT ELEM	61,769.90
063	New Kent County Public Schools	100	NEW KENT MIDDLE	62,277.48
063	New Kent County Public Schools	180	GEORGE W. WATKINS ELEM	62,859.20
063	New Kent County Public Schools	20	NEW KENT HIGH	63,267.85
063	New Kent County Public Schools	300	QUINTON ELEM	63,033.90
065	Northampton County Public Schools	350	NORTHAMPTON HIGH	61,332.70
065	Northampton County Public Schools	360	NORTHAMPTON MIDDLE	60,390.50
065	Northampton County Public Schools	451	OCCOHANNOCK ELEM	59,293.00
065	Northampton County Public Schools	452	KIPTOPEKE ELEM	59,025.30
066	Northumberland County Public Schools	210	NORTHUMBERLAND MIDDLE	63,546.20
066	Northumberland County Public Schools	331	NORTHUMBERLAND ELEM	64,947.10
066	Northumberland County Public Schools	40	NORTHUMBERLAND HIGH	63,158.63

Virginia Department of Education
Average Teacher Salaries by School for School Year 2024-2025

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 2024-2025 Salary
067	Nottoway County Public Schools	300	NOTTOWAY INTERMEDIATE	52,911.00
067	Nottoway County Public Schools	301	NOTTOWAY HIGH	57,079.00
067	Nottoway County Public Schools	302	NOTTOWAY MIDDLE	58,009.00
067	Nottoway County Public Schools	330	CREWE PRIMARY	61,805.00
067	Nottoway County Public Schools	340	BLACKSTONE PRIMARY	60,263.00
068	Orange County Public Schools	330	ORANGE CO. HIGH	62,799.00
068	Orange County Public Schools	340	PROSPECT HEIGHTS MIDDLE	59,737.00
068	Orange County Public Schools	350	UNIONVILLE ELEM	60,841.00
068	Orange County Public Schools	360	GORDON-BARBOUR ELEM	61,105.00
068	Orange County Public Schools	370	ORANGE ELEM	62,615.00
068	Orange County Public Schools	471	LOCUST GROVE MIDDLE	59,041.00
068	Orange County Public Schools	50	LOCUST GROVE ELEM	60,236.00
068	Orange County Public Schools	51	LOCUST GROVE PRIMARY	59,803.00
068	Orange County Public Schools	70	LIGHTFOOT ELEM	58,946.00
069	Page County Public Schools	110	LURAY HIGH	58,137.88
069	Page County Public Schools	210	STANLEY ELEM	55,398.42
069	Page County Public Schools	310	SHENANDOAH ELEM	47,528.19
069	Page County Public Schools	350	LURAY ELEM	44,972.10
069	Page County Public Schools	380	PAGE COUNTY HIGH	62,880.73
069	Page County Public Schools	390	PAGE COUNTY MIDDLE	53,270.86
069	Page County Public Schools	400	LURAY MIDDLE	51,071.16
069	Page County Public Schools	50	SPRINGFIELD ELEM	48,583.08
070	Patrick County Public Schools	150	MEADOWS OF DAN ELEM	54,981.00
070	Patrick County Public Schools	320	STUART ELEM	56,252.00
070	Patrick County Public Schools	350	HARDIN REYNOLDS MEMORIAL SCHOOL	54,004.00
070	Patrick County Public Schools	440	BLUE RIDGE ELEM	54,888.00
070	Patrick County Public Schools	680	PATRICK SPRINGS PRIM	54,785.00
070	Patrick County Public Schools	700	PATRICK COUNTY HIGH	56,471.00
070	Patrick County Public Schools	80	WOOLWINE ELEM	58,771.00
071	Pittsylvania County Public Schools	1090	DAN RIVER MIDDLE	55,835.45
071	Pittsylvania County Public Schools	1130	TUNSTALL MIDDLE	57,434.46
071	Pittsylvania County Public Schools	1460	SOUTHSIDE ELEM	58,406.90
071	Pittsylvania County Public Schools	1660	CHATHAM MIDDLE	55,781.82
071	Pittsylvania County Public Schools	1680	DAN RIVER HIGH	57,999.81
071	Pittsylvania County Public Schools	1690	KENTUCK ELEM	56,700.55
071	Pittsylvania County Public Schools	1700	GRETNA HIGH	57,393.93
071	Pittsylvania County Public Schools	1710	STONY MILL ELEM	55,261.97
071	Pittsylvania County Public Schools	1720	CHATHAM HIGH	57,507.52
071	Pittsylvania County Public Schools	1730	TUNSTALL HIGH	58,673.06
071	Pittsylvania County Public Schools	1740	UNION HALL ELEM	56,187.14
071	Pittsylvania County Public Schools	1750	MT. AIRY ELEM	56,439.82
071	Pittsylvania County Public Schools	1851	TWIN SPRINGS ELEM	58,833.49
071	Pittsylvania County Public Schools	1853	BROSVILLE ELEM	55,715.95
071	Pittsylvania County Public Schools	280	GRETNA ELEM	56,325.80
071	Pittsylvania County Public Schools	290	GRETNA MIDDLE	54,930.94
071	Pittsylvania County Public Schools	30	JOHN L. HURT ELEM	58,782.77
071	Pittsylvania County Public Schools	640	CHATHAM ELEM	54,910.54
072	Powhatan County Public Schools	11	POWHATAN HIGH	66,373.62
072	Powhatan County Public Schools	13	POWHATAN ELEM	62,689.91
072	Powhatan County Public Schools	130	POWHATAN MIDDLE	67,395.67
072	Powhatan County Public Schools	21	FLAT ROCK ELEM	62,895.09
072	Powhatan County Public Schools	231	POCAHONTAS ELEM	62,392.47
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	64,491.64

Virginia Department of Education
Average Teacher Salaries by School for School Year 2024-2025

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 2024-2025 Salary
074	Prince George County Public Schools	280	MIDDLE ROAD ELEM	64,959.41
074	Prince George County Public Schools	290	NORTH ELEM	61,955.69
074	Prince George County Public Schools	300	SOUTH ELEM	64,504.39
074	Prince George County Public Schools	310	L.L. BEAZLEY ELEM	66,094.56
074	Prince George County Public Schools	320	J.E.J. MOORE MIDDLE	61,309.59
074	Prince George County Public Schools	340	DAVID A. HARRISON ELEM	64,728.55
075	Prince William County Public Schools	1060	PATRIOT HIGH	92,540.80
075	Prince William County Public Schools	110	PINEY BRANCH ELEM	88,683.82
075	Prince William County Public Schools	120	ENTERPRISE ELEM	80,403.48
075	Prince William County Public Schools	130	JOHN F. PATTIE SR. ELEM	81,763.39
075	Prince William County Public Schools	140	POTOMAC HIGH	89,853.11
075	Prince William County Public Schools	150	THE NOKESVILLE SCHOOL	84,225.06
075	Prince William County Public Schools	160	MARTIN LUTHER KING JR. ELEM	81,615.04
075	Prince William County Public Schools	170	POTOMAC MIDDLE	78,871.30
075	Prince William County Public Schools	180	LAKE RIDGE ELEM	78,419.62
075	Prince William County Public Schools	190	WOODBINE PRE-SCHOOL CENTER	84,706.38
075	Prince William County Public Schools	20	SUDLEY ELEM	81,896.46
075	Prince William County Public Schools	200	ASHLAND ELEM	80,728.89
075	Prince William County Public Schools	220	J.W. ALVEY ELEM	86,540.00
075	Prince William County Public Schools	231	MARY G. PORTER TRADITIONAL	83,995.11
075	Prince William County Public Schools	240	MARY WILLIAMS ELEM	84,799.72
075	Prince William County Public Schools	250	HAYMARKET ELEM	88,093.80
075	Prince William County Public Schools	260	OCCOQUAN ELEM	75,370.71
075	Prince William County Public Schools	270	SUELLA G. ELLIS ELEM	77,977.32
075	Prince William County Public Schools	280	DUMFRIES ELEM	82,970.21
075	Prince William County Public Schools	290	BATTLEFIELD HIGH	95,950.92
075	Prince William County Public Schools	30	MINNIEVILLE ELEM	82,608.93
075	Prince William County Public Schools	300	FREEDOM HIGH	91,526.22
075	Prince William County Public Schools	306	KYLE R. WILSON ELEM	79,455.13
075	Prince William County Public Schools	309	COVINGTON-HARPER ELEM	79,585.24
075	Prince William County Public Schools	310	RONALD WILSON REAGAN MIDDLE	85,285.30
075	Prince William County Public Schools	317	INNOVATION ELEM	82,408.51
075	Prince William County Public Schools	319	JOHN D. JENKINS ELEM	78,690.64
075	Prince William County Public Schools	320	SPRINGWOODS ELEM	79,009.07
075	Prince William County Public Schools	330	A. HENDERSON ELEM	76,883.26
075	Prince William County Public Schools	340	GLENKIRK ELEM	91,030.03
075	Prince William County Public Schools	350	YORKSHIRE ELEM	80,728.20
075	Prince William County Public Schools	360	SAMUEL L. GRAVELY JR. ELEM SCH	91,514.57
075	Prince William County Public Schools	370	FANNIE W. FITZGERALD ELEM	76,998.94
075	Prince William County Public Schools	380	HERBERT J. SAUNDERS MIDDLE	84,211.44
075	Prince William County Public Schools	390	VICTORY ELEM	89,313.53
075	Prince William County Public Schools	40	ROCKLEDGE ELEM	79,276.09
075	Prince William County Public Schools	414	POTOMAC SHORES MIDDLE	83,880.12
075	Prince William County Public Schools	430	TRIANGLE ELEM	82,382.61
075	Prince William County Public Schools	440	R. DEAN KILBY ELEM	79,090.31
075	Prince William County Public Schools	450	FEATHERSTONE ELEM	90,057.97
075	Prince William County Public Schools	460	LOCH LOMOND ELEM	86,517.33
075	Prince William County Public Schools	470	T CLAY WOOD ELEM	93,246.03
075	Prince William County Public Schools	480	UNITY BRAXTON MIDDLE	81,837.72
075	Prince William County Public Schools	490	E.H. MARSTELLER MIDDLE	85,441.82
075	Prince William County Public Schools	500	SIGNAL HILL ELEM	81,613.53
075	Prince William County Public Schools	501	PARKSIDE MIDDLE	81,044.52
075	Prince William County Public Schools	5010	CHARLES J COLGAN SR HIGH	88,753.58
075	Prince William County Public Schools	510	GRAHAM PARK MIDDLE	83,167.09
075	Prince William County Public Schools	5130	GAINESVILLE HIGH	85,221.66
075	Prince William County Public Schools	520	FRED M. LYNN MIDDLE	76,580.36

<div>Virginia Department of Education</div> <div>Average Teacher Salaries by School for School Year 2024-2025</div> <div> <p>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.</p> <p>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.</p> </div>				
Division	Name	School Number	School Name	Average 2024-2025 Salary
075	Prince William County Public Schools	530	BRENTSVILLE DISTRICT HIGH	96,750.83
075	Prince William County Public Schools	540	WEST GATE ELEM	82,652.91
075	Prince William County Public Schools	550	POTOMAC VIEW ELEM	76,791.33
075	Prince William County Public Schools	560	WOODBRIIDGE MIDDLE	83,013.15
075	Prince William County Public Schools	570	MARUMSCO HILLS ELEM	79,922.61
075	Prince William County Public Schools	580	ELIZABETH VAUGHAN ELEM	81,162.61
075	Prince William County Public Schools	591	RIPPON MIDDLE	77,397.21
075	Prince William County Public Schools	60	WOODBRIIDGE HIGH	85,524.14
075	Prince William County Public Schools	600	BELMONT ELEM	81,846.23
075	Prince William County Public Schools	610	DALE CITY ELEM	84,007.52
075	Prince William County Public Schools	620	C.A. SINCLAIR ELEM	81,963.96
075	Prince William County Public Schools	630	GEORGE G. TYLER ELEM	85,925.61
075	Prince William County Public Schools	640	GEORGE M. HAMPTON MIDDLE	75,344.54
075	Prince William County Public Schools	660	COLES ELEM	80,819.08
075	Prince William County Public Schools	670	BEL AIR ELEM	88,159.09
075	Prince William County Public Schools	680	UNITY REED HIGH	91,015.57
075	Prince William County Public Schools	690	GAR-FIELD HIGH	89,577.49
075	Prince William County Public Schools	70	KERRYDALE ELEM	84,904.50
075	Prince William County Public Schools	700	NEABSCO ELEM	78,655.95
075	Prince William County Public Schools	710	C.D. HYLTON HIGH	89,895.99
075	Prince William County Public Schools	720	LAKE RIDGE MIDDLE	83,037.95
075	Prince William County Public Schools	730	SHARON C. MCAULIFFE ELEM	85,029.42
075	Prince William County Public Schools	740	WESTRIDGE ELEM	87,451.65
075	Prince William County Public Schools	750	RIVER OAKS ELEM	76,439.50
075	Prince William County Public Schools	760	ANTIETAM ELEM	77,548.77
075	Prince William County Public Schools	770	GEORGE P. MULLEN ELEM	82,210.49
075	Prince William County Public Schools	780	STUART M. BEVILLE MIDDLE	81,987.07
075	Prince William County Public Schools	790	THURGOOD MARSHALL ELEM	82,392.80
075	Prince William County Public Schools	80	OSBOURN PARK HIGH	85,086.65
075	Prince William County Public Schools	800	MONTCLAIR ELEM	77,586.36
075	Prince William County Public Schools	810	MOUNTAIN VIEW ELEM	90,122.39
075	Prince William County Public Schools	820	OLD BRIDGE ELEM	88,305.24
075	Prince William County Public Schools	830	LEESYLVANIA ELEM	79,207.28
075	Prince William County Public Schools	840	BENNETT ELEM	84,422.75
075	Prince William County Public Schools	850	SONNIE PENN ELEM	81,111.29
075	Prince William County Public Schools	860	BRISTOW RUN ELEM	92,270.79
075	Prince William County Public Schools	870	FOREST PARK HIGH	89,677.24
075	Prince William County Public Schools	880	LOUISE A. BENTON MIDDLE	93,232.83
075	Prince William County Public Schools	890	SWANS CREEK ELEM	79,757.48
075	Prince William County Public Schools	900	CEDAR POINT ELEM	93,018.46
075	Prince William County Public Schools	920	BULL RUN MIDDLE	93,912.59
075	Prince William County Public Schools	941	ROSA PARKS ELEM	77,188.95
075	Prince William County Public Schools	945	PENNINGTON TRADITIONAL	85,218.20
075	Prince William County Public Schools	950	BUCKLAND MILLS ELEM	86,202.78
075	Prince William County Public Schools	960	GAINESVILLE MIDDLE	90,077.69
075	Prince William County Public Schools	970	CHRIS YUNG ELEM	85,372.83
077	Pulaski County Public Schools	10	PULASKI COUNTY SR. HIGH	58,225.70
077	Pulaski County Public Schools	20	CRITZER ELEM	55,589.57
077	Pulaski County Public Schools	230	PULASKI ELEM	58,500.50
077	Pulaski County Public Schools	430	SNOWVILLE ELEM	60,769.76
077	Pulaski County Public Schools	500	RIVERLAWN ELEM	58,188.54
077	Pulaski County Public Schools	540	DUBLIN ELEM	58,116.79
077	Pulaski County Public Schools	560	PULASKI COUNTY MIDDLE	56,117.74
078	Rappahannock County Public Schools	230	RAPPAHANNOCK CO. HIGH	63,457.00
078	Rappahannock County Public Schools	240	RAPPAHANNOCK COUNTY ELEM	61,993.00
079	Richmond County Public Schools	20	RICHMOND COUNTY ELEM	60,702.00

Virginia Department of Education
Average Teacher Salaries by School for School Year 2024-2025

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 2024-2025 Salary
079	Richmond County Public Schools	210	RAPPAHANNOCK HIGH	64,613.00
080	Roanoke County Public Schools	10	HIDDEN VALLEY MIDDLE	62,142.04
080	Roanoke County Public Schools	180	BURLINGTON ELEM	57,008.72
080	Roanoke County Public Schools	232	WILLIAM BYRD MIDDLE	57,713.87
080	Roanoke County Public Schools	290	MT. PLEASANT ELEM	58,773.11
080	Roanoke County Public Schools	330	CLEARBROOK ELEM	59,361.27
080	Roanoke County Public Schools	40	FORT LEWIS ELEM	60,834.11
080	Roanoke County Public Schools	420	BACK CREEK ELEM	59,332.69
080	Roanoke County Public Schools	470	CAVE SPRING HIGH	60,001.28
080	Roanoke County Public Schools	480	OAK GROVE ELEM	60,497.82
080	Roanoke County Public Schools	490	GLENVAR ELEM	61,513.90
080	Roanoke County Public Schools	50	PENN FOREST ELEM	58,801.26
080	Roanoke County Public Schools	500	MOUNTAIN VIEW ELEM	60,207.70
080	Roanoke County Public Schools	520	NORTHSIDE HIGH	57,382.40
080	Roanoke County Public Schools	530	MASON'S COVE ELEM	58,179.82
080	Roanoke County Public Schools	540	HERMAN L. HORN ELEM	58,916.50
080	Roanoke County Public Schools	560	CAVE SPRING ELEM	62,315.89
080	Roanoke County Public Schools	60	W.E. CUNDIFF ELEM	57,542.33
080	Roanoke County Public Schools	600	GREEN VALLEY ELEM	57,512.86
080	Roanoke County Public Schools	610	GLENVAR HIGH	61,814.40
080	Roanoke County Public Schools	620	CAVE SPRING MIDDLE	60,834.03
080	Roanoke County Public Schools	630	WILLIAM BYRD HIGH	60,014.29
080	Roanoke County Public Schools	640	NORTHSIDE MIDDLE	58,005.58
080	Roanoke County Public Schools	650	GLEN COVE ELEM	59,052.77
080	Roanoke County Public Schools	751	GLENVAR MIDDLE	61,026.26
080	Roanoke County Public Schools	752	BONSACK ELEM	60,922.62
080	Roanoke County Public Schools	754	HIDDEN VALLEY HIGH	59,737.03
081	Rockbridge County Public Schools	150	FAIRFIELD ELEM	59,008.00
081	Rockbridge County Public Schools	22	ROCKBRIDGE COUNTY HIGH	60,390.00
081	Rockbridge County Public Schools	340	MOUNTAIN VIEW ELEM	57,609.00
081	Rockbridge County Public Schools	641	NATURAL BRIDGE ELEM	55,391.00
081	Rockbridge County Public Schools	650	CENTRAL ELEM	59,493.00
081	Rockbridge County Public Schools	678	MAURY RIVER MIDDLE	58,154.00
082	Rockingham County Public Schools	10	PLAINS ELEM	58,573.05
082	Rockingham County Public Schools	1071	JOHN C. MYERS ELEM	59,459.67
082	Rockingham County Public Schools	1073	PEAK VIEW ELEM	61,661.81
082	Rockingham County Public Schools	20	SPOTSWOOD HIGH	60,801.29
082	Rockingham County Public Schools	360	LINVILLE-EDOM ELEM	59,251.82
082	Rockingham County Public Schools	390	RIVER BEND ELEM	61,403.65
082	Rockingham County Public Schools	391	EAST ROCKINGHAM HIGH	60,334.26
082	Rockingham County Public Schools	400	ELKTON ELEM	54,981.46
082	Rockingham County Public Schools	500	LACEY SPRING ELEM	58,625.77
082	Rockingham County Public Schools	520	MOUNTAIN VIEW ELEM	59,516.08
082	Rockingham County Public Schools	600	MCGAHEYSVILLE ELEM	57,963.53
082	Rockingham County Public Schools	830	SOUTH RIVER ELEM	59,426.35
082	Rockingham County Public Schools	850	TURNER ASHBY HIGH	61,113.11
082	Rockingham County Public Schools	860	MONTEVIDEO MIDDLE	59,544.10
082	Rockingham County Public Schools	861	CUB RUN ELEM	59,036.02
082	Rockingham County Public Schools	870	BROADWAY HIGH	54,927.42
082	Rockingham County Public Schools	890	WILBUR S. PENCE MIDDLE	61,288.11
082	Rockingham County Public Schools	900	ELKTON MIDDLE	57,729.43
082	Rockingham County Public Schools	920	OTTOBINE ELEM	59,493.61
082	Rockingham County Public Schools	940	FULKS RUN ELEM	59,494.38
082	Rockingham County Public Schools	950	PLEASANT VALLEY ELEM	59,769.83
082	Rockingham County Public Schools	960	J. FRANK HILLYARD MIDDLE	59,284.02
082	Rockingham County Public Schools	970	JOHN W. WAYLAND ELEM	56,707.41

<div>Virginia Department of Education</div> <div>Average Teacher Salaries by School for School Year 2024-2025</div> <div> <p>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.</p> <p>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.</p> </div>				
Division	Name	School Number	School Name	Average 2024-2025 Salary
083	Russell County Public Schools	140	LEBANON HIGH	51,750.00
083	Russell County Public Schools	390	LEBANON PRIMARY	54,546.00
083	Russell County Public Schools	410	LEBANON ELEM	51,689.00
083	Russell County Public Schools	540	HONAKER HIGH	54,650.00
083	Russell County Public Schools	580	BELFAST ELEM	52,614.00
083	Russell County Public Schools	791	CASTLEWOOD HIGH	54,794.00
083	Russell County Public Schools	792	CASTLEWOOD ELEM	60,053.00
083	Russell County Public Schools	890	HONAKER ELEM	52,710.00
083	Russell County Public Schools	902	LEBANON MIDDLE	52,694.00
084	Scott County Public Schools	20	RYE COVE INTERMEDIATE	54,882.00
084	Scott County Public Schools	220	NICKELSVILLE ELEM	54,390.00
084	Scott County Public Schools	260	RYE COVE HIGH	56,450.00
084	Scott County Public Schools	42	DUNGANNON ELEMENTARY	52,926.00
084	Scott County Public Schools	641	SHOEMAKER ELEM	52,923.00
084	Scott County Public Schools	670	HILTON ELEM	58,618.00
084	Scott County Public Schools	740	WEBER CITY ELEM	54,703.00
084	Scott County Public Schools	750	DUFFIELD-PATTONSVILLE PRIMARY	54,551.00
084	Scott County Public Schools	770	GATE CITY HIGH	56,691.00
084	Scott County Public Schools	771	GATE CITY MIDDLE	57,053.00
084	Scott County Public Schools	780	TWIN SPRINGS HIGH	55,248.00
084	Scott County Public Schools	790	YUMA ELEM	53,610.00
085	Shenandoah County Public Schools	20	W.W. ROBINSON ELEM	61,316.00
085	Shenandoah County Public Schools	30	PETER MUHLENBERG MIDDLE	60,730.00
085	Shenandoah County Public Schools	40	NORTH FORK MIDDLE	62,580.00
085	Shenandoah County Public Schools	50	SIGNAL KNOB MIDDLE	60,686.00
085	Shenandoah County Public Schools	770	STRASBURG HIGH	63,906.00
085	Shenandoah County Public Schools	780	CENTRAL HIGH	61,978.00
085	Shenandoah County Public Schools	790	STONEWALL JACKSON HIGH	65,061.00
085	Shenandoah County Public Schools	810	SANDY HOOK ELEM	60,511.00
085	Shenandoah County Public Schools	820	ASHBY LEE ELEM	61,550.00
086	Smyth County Public Schools	120	NORTHWOOD MIDDLE	55,754.00
086	Smyth County Public Schools	250	NORTHWOOD HIGH	59,966.00
086	Smyth County Public Schools	290	ATKINS ELEM	56,680.00
086	Smyth County Public Schools	460	CHILHOWIE HIGH	61,022.00
086	Smyth County Public Schools	555	SUGAR GROVE ELEM	60,561.00
086	Smyth County Public Schools	680	MARION MIDDLE	56,762.00
086	Smyth County Public Schools	690	OAK POINT ELEM	54,561.00
086	Smyth County Public Schools	700	MARION SENIOR HIGH	55,987.00
086	Smyth County Public Schools	710	MARION ELEM	61,248.00
086	Smyth County Public Schools	720	RICH VALLEY ELEM	59,340.00
086	Smyth County Public Schools	730	CHILHOWIE ELEM	57,459.00
086	Smyth County Public Schools	740	SALTVILLE ELEM	61,513.00
086	Smyth County Public Schools	851	CHILHOWIE MIDDLE	56,469.00
087	Southampton County Public Schools	10	NOTTOWAY ELEM	59,142.62
087	Southampton County Public Schools	20	MEHERRIN ELEM	55,444.17
087	Southampton County Public Schools	690	SOUTHAMPTON HIGH	56,496.63
087	Southampton County Public Schools	700	SOUTHAMPTON MIDDLE	59,871.88
087	Southampton County Public Schools	710	CAPRON ELEM	59,053.20
087	Southampton County Public Schools	780	RIVERDALE ELEM	59,493.57
088	Spotsylvania County Public Schools	10	BATTLEFIELD ELEM	63,371.00
088	Spotsylvania County Public Schools	130	SPOTSYLVANIA ELEM	65,920.00
088	Spotsylvania County Public Schools	20	COURTLAND HIGH	66,617.00
088	Spotsylvania County Public Schools	22	COURTLAND ELEM	65,768.00
088	Spotsylvania County Public Schools	220	POST OAK MIDDLE	68,234.00
088	Spotsylvania County Public Schools	30	LEE HILL ELEM	67,840.00
088	Spotsylvania County Public Schools	330	SPOTSYLVANIA MIDDLE	65,793.00

<div>Virginia Department of Education</div> <div>Average Teacher Salaries by School for School Year 2024-2025</div> <div> <p>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.</p> <p>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.</p> </div>				
Division	Name	School Number	School Name	Average 2024-2025 Salary
088	Spotsylvania County Public Schools	340	BERKELEY ELEM	66,941.00
088	Spotsylvania County Public Schools	350	LIVINGSTON ELEM	66,221.00
088	Spotsylvania County Public Schools	360	SPOTSWOOD ELEM	61,606.00
088	Spotsylvania County Public Schools	370	SPOTSYLVANIA HIGH	70,025.00
088	Spotsylvania County Public Schools	381	CHANCELLOR HIGH	63,413.00
088	Spotsylvania County Public Schools	382	CHANCELLOR MIDDLE	72,193.00
088	Spotsylvania County Public Schools	390	SMITH STATION ELEM	64,447.00
088	Spotsylvania County Public Schools	40	CHANCELLOR ELEM	65,921.00
088	Spotsylvania County Public Schools	400	BROCK ROAD ELEM	65,145.00
088	Spotsylvania County Public Schools	50	BATTLEFIELD MIDDLE	67,562.00
088	Spotsylvania County Public Schools	501	COURTHOUSE RD ELEM	66,357.00
088	Spotsylvania County Public Schools	502	THORNBURG MIDDLE	64,603.00
088	Spotsylvania County Public Schools	503	RIVERVIEW ELEM	66,043.00
088	Spotsylvania County Public Schools	504	WILDERNESS ELEM	70,130.00
088	Spotsylvania County Public Schools	505	NI RIVER MIDDLE	64,473.00
088	Spotsylvania County Public Schools	506	MASSAPONAX HIGH	66,399.00
088	Spotsylvania County Public Schools	507	HARRISON ROAD ELEM	63,565.00
088	Spotsylvania County Public Schools	508	PARKSIDE ELEM	65,052.00
088	Spotsylvania County Public Schools	509	FREEDOM MIDDLE	64,850.00
088	Spotsylvania County Public Schools	510	RIVERBEND HIGH	66,230.00
088	Spotsylvania County Public Schools	511	CEDAR FOREST ELEM	63,318.00
088	Spotsylvania County Public Schools	60	SALEM ELEM	64,917.00
089	Stafford County Public Schools	10	EDWARD E. DREW JR. MIDDLE	70,454.06
089	Stafford County Public Schools	111	STAFFORD ELEM	70,438.49
089	Stafford County Public Schools	112	STAFFORD MIDDLE	71,110.05
089	Stafford County Public Schools	162	T. BENTON GAYLE MIDDLE	78,630.89
089	Stafford County Public Schools	20	STAFFORD SR. HIGH	77,110.72
089	Stafford County Public Schools	230	FERRY FARM ELEM	77,543.19
089	Stafford County Public Schools	250	HARTWOOD ELEM	75,710.41
089	Stafford County Public Schools	260	ANNE E. MONCURE ELEM	73,322.55
089	Stafford County Public Schools	270	GRAFTON VILLAGE ELEM	76,589.22
089	Stafford County Public Schools	280	FALMOUTH ELEM	77,760.85
089	Stafford County Public Schools	30	NORTH STAFFORD HIGH	73,441.88
089	Stafford County Public Schools	300	PARK RIDGE ELEM	69,182.10
089	Stafford County Public Schools	320	HAMPTON OAKS ELEM	70,626.91
089	Stafford County Public Schools	40	ANDREW G. WRIGHT MIDDLE	73,835.79
089	Stafford County Public Schools	41	GARRISONVILLE ELEM	68,775.52
089	Stafford County Public Schools	421	BROOKE POINT HIGH	74,907.08
089	Stafford County Public Schools	422	H.H. POOLE MIDDLE	69,994.00
089	Stafford County Public Schools	423	WINDING CREEK ELEM	72,254.11
089	Stafford County Public Schools	424	COLONIAL FORGE HIGH	78,406.08
089	Stafford County Public Schools	425	ROCKY RUN ELEM	73,086.78
089	Stafford County Public Schools	426	RODNEY E. THOMPSON MIDDLE	75,681.08
089	Stafford County Public Schools	427	KATE WALLER BARRETT ELEM	72,399.30
089	Stafford County Public Schools	429	MARGARET BRENT ELEM	72,632.85
089	Stafford County Public Schools	430	MOUNTAIN VIEW HIGH	73,638.21
089	Stafford County Public Schools	431	CONWAY ELEM	74,401.91
089	Stafford County Public Schools	432	DONALD B. DIXON-LYLE R. SMITH MIDDLE	77,361.56
089	Stafford County Public Schools	433	ANTHONY BURNS ELEM	66,905.53
089	Stafford County Public Schools	440	SHIRLEY C. HEIM MIDDLE	70,163.60
089	Stafford County Public Schools	50	WIDEWATER ELEM	75,078.75
089	Stafford County Public Schools	60	ROCKHILL ELEM	76,220.85
089	Stafford County Public Schools	920	RIISING STAR EARLY CHILDHOOD EDUCATION CENTER AT	68,513.13
089	Stafford County Public Schools	992	NORTH STAR EARLY CHILDHOOD EDUCATION CENTER	67,034.18

Virginia Department of Education
Average Teacher Salaries by School for School Year 2024-2025

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 2024-2025 Salary
090	Surry County Public Schools	10	SURRY COUNTY HIGH	62,652.00
090	Surry County Public Schools	20	SURRY ELEM	53,515.00
090	Surry County Public Schools	30	LUTHER P. JACKSON MIDDLE	60,163.00
091	Sussex County Public Schools	340	SUSSEX CENTRAL HIGH	62,545.00
091	Sussex County Public Schools	482	SUSSEX CENTRAL MIDDLE	62,238.00
091	Sussex County Public Schools	483	SUSSEX CENTRAL ELEM	61,346.00
092	Tazewell County Public Schools	10	GRAHAM MIDDLE	52,614.39
092	Tazewell County Public Schools	100	TAZEWELL MIDDLE	55,512.41
092	Tazewell County Public Schools	1020	ABBS VALLEY-BOISSEVAIN ELEM	47,148.56
092	Tazewell County Public Schools	1030	TAZEWELL PRIMARY	53,839.04
092	Tazewell County Public Schools	450	TAZEWELL INTERMEDIATE	53,176.86
092	Tazewell County Public Schools	750	DUDLEY PRIMARY	51,211.37
092	Tazewell County Public Schools	821	RICHLANDS HIGH	56,137.00
092	Tazewell County Public Schools	822	RICHLANDS ELEM	53,281.67
092	Tazewell County Public Schools	823	RICHLANDS MIDDLE	58,822.03
092	Tazewell County Public Schools	830	CEDAR BLUFF ELEM	57,218.74
092	Tazewell County Public Schools	890	TAZEWELL HIGH	52,808.81
092	Tazewell County Public Schools	940	GRAHAM HIGH	59,327.03
092	Tazewell County Public Schools	960	GRAHAM INTERMEDIATE	56,328.86
093	Warren County Public Schools	140	E. WILSON MORRISON ELEM	59,487.57
093	Warren County Public Schools	20	LESLIE FOX KEYSER ELEM	58,101.98
093	Warren County Public Schools	230	WARREN COUNTY HIGH	56,122.47
093	Warren County Public Schools	240	RESSIE JEFFRIES ELEM	64,309.96
093	Warren County Public Schools	250	SKYLINE HIGH	59,262.63
093	Warren County Public Schools	260	SKYLINE MIDDLE	58,910.84
093	Warren County Public Schools	280	WARREN COUNTY MIDDLE	61,540.44
093	Warren County Public Schools	371	HILDA J. BARBOUR ELEM	61,308.06
093	Warren County Public Schools	90	A.S. RHODES ELEM	60,089.44
094	Washington County Public Schools	1020	VALLEY INSTITUTE ELEM	58,880.00
094	Washington County Public Schools	1030	ABINGDON HIGH	57,395.00
094	Washington County Public Schools	1040	JOHN S. BATTLE HIGH	60,046.00
094	Washington County Public Schools	1050	PATRICK HENRY HIGH	62,357.00
094	Washington County Public Schools	1060	HOLSTON HIGH	58,070.00
094	Washington County Public Schools	1070	HIGH POINT ELEM	55,228.00
094	Washington County Public Schools	1080	ABINGDON ELEM	58,782.00
094	Washington County Public Schools	1090	GLADE SPRING MIDDLE	57,516.00
094	Washington County Public Schools	1110	E.B. STANLEY MIDDLE	59,154.00
094	Washington County Public Schools	20	MEADOWVIEW ELEM	57,214.00
094	Washington County Public Schools	260	GREENDALE ELEM	54,305.00
094	Washington County Public Schools	40	DAMASCUS MIDDLE	59,379.00
094	Washington County Public Schools	50	RHEA VALLEY ELEM	57,604.00
094	Washington County Public Schools	620	WALLACE MIDDLE	54,424.00
094	Washington County Public Schools	70	WATAUGA ELEM	57,599.00
095	Westmoreland County Public Schools	120	WESTMORELAND HIGH	66,829.29
095	Westmoreland County Public Schools	210	COPLE ELEM	66,377.07
095	Westmoreland County Public Schools	300	MONTROSS MIDDLE	66,016.06
095	Westmoreland County Public Schools	310	WASHINGTON DISTRICT ELEM	65,175.40
096	Wise County Public Schools	1000	CENTRAL HIGH	57,034.18
096	Wise County Public Schools	1010	UNION HIGH	56,539.32
096	Wise County Public Schools	1012	UNION PRIMARY	57,535.08
096	Wise County Public Schools	1013	UNION MIDDLE	57,510.37
096	Wise County Public Schools	1020	WISE PRIMARY	59,221.20
096	Wise County Public Schools	320	L.F. ADDINGTON MIDDLE	56,060.56
096	Wise County Public Schools	651	COEBURN MIDDLE	59,663.31
096	Wise County Public Schools	652	EASTSIDE HIGH	64,609.15
096	Wise County Public Schools	653	COEBURN PRIMARY	58,770.36

Virginia Department of Education
Average Teacher Salaries by School for School Year 2024-2025

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 2024-2025 Salary
096	Wise County Public Schools	73	J.W. ADAMS COMBINED	58,030.28
096	Wise County Public Schools	871	ST. PAUL ELEM	54,583.82
097	Wythe County Public Schools	100	MAX MEADOWS ELEM	55,782.50
097	Wythe County Public Schools	1073	FORT CHISWELL MIDDLE	50,781.25
097	Wythe County Public Schools	1074	RURAL RETREAT MIDDLE	52,782.35
097	Wythe County Public Schools	1075	SCOTT MEMORIAL MIDDLE	53,765.22
097	Wythe County Public Schools	190	SPILLER ELEM	52,756.16
097	Wythe County Public Schools	201	RURAL RETREAT ELEM	54,539.13
097	Wythe County Public Schools	202	RURAL RETREAT HIGH	57,907.46
097	Wythe County Public Schools	440	SPEEDWELL ELEM	51,166.67
097	Wythe County Public Schools	721	GEORGE WYTHE HIGH	52,981.80
097	Wythe County Public Schools	730	JACKSON MEMORIAL ELEM	53,768.75
097	Wythe County Public Schools	740	SHEFFEY ELEM	51,271.88
097	Wythe County Public Schools	760	FORT CHISWELL HIGH	55,407.39
098	York County Public Schools	10	MAGRUDER ELEM	67,820.00
098	York County Public Schools	140	GRAFTON BETHEL ELEM	67,221.00
098	York County Public Schools	160	DARE ELEM	67,581.00
098	York County Public Schools	170	SEAFORD ELEM	67,471.00
098	York County Public Schools	180	BETHEL MANOR ELEM	65,546.00
098	York County Public Schools	190	TABB MIDDLE	67,897.00
098	York County Public Schools	20	BRUTON HIGH	68,462.00
098	York County Public Schools	200	QUEENS LAKE MIDDLE	67,587.00
098	York County Public Schools	210	YORKTOWN ELEM	64,867.00
098	York County Public Schools	220	WALLER MILL ELEM	63,549.00
098	York County Public Schools	230	TABB HIGH	67,744.00
098	York County Public Schools	30	YORK HIGH	68,486.00
098	York County Public Schools	332	GRAFTON HIGH	69,310.00
098	York County Public Schools	333	GRAFTON MIDDLE	65,420.00
098	York County Public Schools	335	YORK RIVER ACADEMY	64,959.00
098	York County Public Schools	50	TABB ELEM	64,825.00
098	York County Public Schools	60	YORKTOWN MIDDLE	66,385.00
098	York County Public Schools	80	MT. VERNON ELEM	65,191.00
098	York County Public Schools	90	COVENTRY ELEM	65,026.00
101	Alexandria City Public Schools	100	GEORGE MASON ELEM	88,212.33
101	Alexandria City Public Schools	110	DOUGLAS MACARTHUR ELEM	90,196.90
101	Alexandria City Public Schools	120	CHARLES BARRETT ELEM	90,010.06
101	Alexandria City Public Schools	130	GEORGE WASHINGTON MIDDLE	96,165.21
101	Alexandria City Public Schools	140	FRANCIS C. HAMMOND MIDDLE	89,381.00
101	Alexandria City Public Schools	160	CORA KELLY	89,856.03
101	Alexandria City Public Schools	190	WILLIAM RAMSAY ELEM	88,686.20
101	Alexandria City Public Schools	210	ALEXANDRIA CITY HIGH	95,706.53
101	Alexandria City Public Schools	220	JAMES K POLK ELEM	84,457.91
101	Alexandria City Public Schools	230	JOHN ADAMS ELEM	87,278.18
101	Alexandria City Public Schools	30	MOUNT VERNON ELEM	90,260.97
101	Alexandria City Public Schools	333	SAMUEL W TUCKER ELEM	98,533.51
101	Alexandria City Public Schools	350	FERDINAND T. DAY ELEM	77,184.01
101	Alexandria City Public Schools	360	EARLY CHILDHOOD CENTER	81,663.06
101	Alexandria City Public Schools	50	PATRICK HENRY K-8	83,797.16
101	Alexandria City Public Schools	60	NAOMI BROOKS ELEM	84,719.77
101	Alexandria City Public Schools	80	LYLES-CROUCH ELEM	95,036.23
101	Alexandria City Public Schools	90	JEFFERSON-HOUSTON PK-8	85,516.80
102	Bristol City Public Schools	10	VIRGINIA MIDDLE	57,650.68
102	Bristol City Public Schools	200	VIRGINIA PRIMARY SCHOOL	58,682.77
102	Bristol City Public Schools	202	VIRGINIA INTERMEDIATE SCHOOL	58,106.94
102	Bristol City Public Schools	80	VIRGINIA HIGH	61,228.14
103	Buena Vista City Public Schools	40	ENDERLY HEIGHTS ELEM	46,929.52

Virginia Department of Education
Average Teacher Salaries by School for School Year 2024-2025

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 2024-2025 Salary
103	Buena Vista City Public Schools	61	PARRY MCCLUER MIDDLE	50,866.44
103	Buena Vista City Public Schools	62	PARRY MCCLUER HIGH	51,771.36
103	Buena Vista City Public Schools	70	FW KLING JR ELEM	50,307.50
104	Charlottesville City Public Schools	10	JOHNSON ELEM	70,327.00
104	Charlottesville City Public Schools	100	BUFORD MIDDLE	69,021.00
104	Charlottesville City Public Schools	110	WALKER UPPER ELEM	68,039.00
104	Charlottesville City Public Schools	120	JACKSON-VIA ELEM	64,904.00
104	Charlottesville City Public Schools	140	CHARLOTTESVILLE HIGH	70,652.00
104	Charlottesville City Public Schools	40	TRAILBLAZER ELEM	68,548.00
104	Charlottesville City Public Schools	50	SUMMIT ELEM	69,732.00
104	Charlottesville City Public Schools	70	BURNLEY-MORAN ELEM	71,205.00
104	Charlottesville City Public Schools	90	GREENBRIER ELEM	72,462.00
106	Colonial Heights City Public Schools	20	COLONIAL HEIGHTS MIDDLE	62,009.00
106	Colonial Heights City Public Schools	30	NORTH ELEM	64,445.00
106	Colonial Heights City Public Schools	40	COLONIAL HEIGHTS HIGH	64,586.00
106	Colonial Heights City Public Schools	50	LAKEVIEW ELEM	63,405.00
106	Colonial Heights City Public Schools	60	TUSSING ELEM	62,837.00
108	Danville City Public Schools	1372	WESTWOOD MIDDLE	56,427.43
108	Danville City Public Schools	1374	GALILEO MAGNET HIGH	58,749.97
108	Danville City Public Schools	139	RISE ACADEMY	62,950.67
108	Danville City Public Schools	190	G.L.H. JOHNSON ELEM	56,363.17
108	Danville City Public Schools	20	FOREST HILLS ELEM	55,896.02
108	Danville City Public Schools	200	GROVE PARK PRESCHOOL	61,848.94
108	Danville City Public Schools	210	GEORGE WASHINGTON HIGH	58,935.86
108	Danville City Public Schools	220	WOODBERRY HILLS ELEM	54,504.98
108	Danville City Public Schools	250	PARK AVENUE ELEM	55,904.91
108	Danville City Public Schools	260	O. TRENT BONNER MIDDLE	57,221.94
108	Danville City Public Schools	30	THE NORTHSIDE PRESCHOOL	63,464.34
108	Danville City Public Schools	40	SCHOOLFIELD ELEM	55,114.64
108	Danville City Public Schools	490	E. A. GIBSON ELEM	56,765.32
109	Falls Church City Public Schools	240	MT. DANIEL ELEM	90,936.00
109	Falls Church City Public Schools	251	MERIDIAN HIGH	99,885.00
109	Falls Church City Public Schools	252	MARY ELLEN HENDERSON MIDDLE	94,359.00
109	Falls Church City Public Schools	260	OAK STREET ELEM	87,854.00
109	Falls Church City Public Schools	270	JESSIE THACKREY PRESCHOOL	92,909.00
110	Fredericksburg City Public Schools	272	LAFAYETTE ELEM	65,016.00
110	Fredericksburg City Public Schools	273	WALKER-GRANT MIDDLE	61,935.00
110	Fredericksburg City Public Schools	30	WALKER-GRANT CENTER	64,553.00
110	Fredericksburg City Public Schools	40	JAMES MONROE HIGH	69,050.00
110	Fredericksburg City Public Schools	50	HUGH MERCER ELEM	64,590.00
111	Galax City Public Schools	10	GALAX ELEM	56,345.00
111	Galax City Public Schools	31	GALAX HIGH	62,820.00
111	Galax City Public Schools	32	GALAX MIDDLE	54,713.00
112	Hampton City Public Schools	120	ARMSTRONG ELEM	70,009.00
112	Hampton City Public Schools	160	ABERDEEN ELEM	64,917.00
112	Hampton City Public Schools	180	SAMUEL P. LANGLEY ELEM	66,238.00
112	Hampton City Public Schools	210	MOTON EARLY CHILDHOOD CENTER	67,846.00
112	Hampton City Public Schools	250	JANE H. BRYAN ELEM	65,808.00
112	Hampton City Public Schools	260	ALFRED S. FORREST ELEM	67,257.00
112	Hampton City Public Schools	270	MARY T. CHRISTIAN ELEM	67,897.00
112	Hampton City Public Schools	280	HAMPTON HIGH	62,257.00
112	Hampton City Public Schools	30	FRANCIS ASBURY ELEM	64,798.00
112	Hampton City Public Schools	300	CESAR TARRANT MIDDLE	64,566.00
112	Hampton City Public Schools	320	KECOUGHTAN HIGH	67,734.00
112	Hampton City Public Schools	330	BARRON ELEM	67,481.00
112	Hampton City Public Schools	350	BENJAMIN SYMS MIDDLE	66,819.00

<div>Virginia Department of Education</div> <div>Average Teacher Salaries by School for School Year 2024-2025</div> <div> <p>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.</p> <p>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.</p> </div>				
Division	Name	School Number	School Name	Average 2024-2025 Salary
112	Hampton City Public Schools	360	MARY W. JACKSON ELEM	68,734.00
112	Hampton City Public Schools	370	PHILLIPS ELEM	67,243.00
112	Hampton City Public Schools	380	THOMAS EATON MIDDLE	66,892.00
112	Hampton City Public Schools	410	PAUL BURBANK ELEM	66,186.00
112	Hampton City Public Schools	420	CHRISTOPHER C. KRAFT ELEM	64,790.00
112	Hampton City Public Schools	430	BETHEL HIGH	68,722.00
112	Hampton City Public Schools	440	MARY S. PEAKE ELEM	64,899.00
112	Hampton City Public Schools	450	C. ALTON LINDSAY MIDDLE	64,746.00
112	Hampton City Public Schools	460	CAPTAIN JOHN SMITH ELEM	70,035.00
112	Hampton City Public Schools	470	ALBERT W. PATRICK III ELEM	66,036.00
112	Hampton City Public Schools	490	LUTHER W. MACHEN ELEM	65,952.00
112	Hampton City Public Schools	50	PHOEBUS HIGH	67,375.00
112	Hampton City Public Schools	500	A.W.E. BASSETTE ELEM	62,355.00
112	Hampton City Public Schools	640	HUNTER B ANDREWS	64,529.00
112	Hampton City Public Schools	650	GEORGE P PHENIX ELEM	65,782.00
112	Hampton City Public Schools	70	FRANCIS W. JONES MAGNET MIDDLE	73,193.00
112	Hampton City Public Schools	80	WILLIAM MASON COOPER ELEM	65,875.00
113	Harrisonburg City Public Schools	110	SMITHLAND ELEM	61,192.71
113	Harrisonburg City Public Schools	111	SKYLINE MIDDLE	64,800.00
113	Harrisonburg City Public Schools	12	HARRISONBURG HIGH	66,406.20
113	Harrisonburg City Public Schools	120	BLUESTONE ELEM	61,487.19
113	Harrisonburg City Public Schools	191	STONE SPRING ELEM	62,434.50
113	Harrisonburg City Public Schools	20	ROCKTOWN HIGH	63,931.00
113	Harrisonburg City Public Schools	30	WATERMAN ELEM	64,619.36
113	Harrisonburg City Public Schools	450	ELON RHODES EARLY LEARNING	61,960.00
113	Harrisonburg City Public Schools	50	KEISTER ELEM	63,594.85
113	Harrisonburg City Public Schools	60	SPOTSWOOD ELEM	60,810.23
113	Harrisonburg City Public Schools	80	THOMAS HARRISON MIDDLE	63,836.00
114	Hopewell City Public Schools	110	CARTER G. WOODSON MIDDLE	59,110.49
114	Hopewell City Public Schools	120	HOPEWELL HIGH	64,008.21
114	Hopewell City Public Schools	140	HARRY E. JAMES ELEM	61,927.89
114	Hopewell City Public Schools	151	WOODLAWN PRE-SCHOOL LRNG CTR.	61,711.18
114	Hopewell City Public Schools	40	DUPONT ELEM	63,140.54
114	Hopewell City Public Schools	70	PATRICK COPELAND ELEM	62,124.07
115	Lynchburg City Public Schools	1102	HERITAGE ELEM	55,047.17
115	Lynchburg City Public Schools	130	HERITAGE HIGH	58,826.15
115	Lynchburg City Public Schools	170	PAUL LAURENCE DUNBAR MID. FOR INNOV.	53,781.20
115	Lynchburg City Public Schools	190	ROBERT S. PAYNE ELEM	53,226.29
115	Lynchburg City Public Schools	250	WILLIAM M. BASS ELEM	52,904.35
115	Lynchburg City Public Schools	260	E.C. GLASS HIGH	56,570.49
115	Lynchburg City Public Schools	270	PERRYMONT ELEM	55,098.89
115	Lynchburg City Public Schools	290	BEDFORD HILLS ELEM	59,975.27
115	Lynchburg City Public Schools	300	SHEFFIELD ELEM	60,256.60
115	Lynchburg City Public Schools	330	PAUL MUNRO ELEM	56,319.63
115	Lynchburg City Public Schools	340	SANDUSKY MIDDLE	51,945.36
115	Lynchburg City Public Schools	350	LINKHORNE MIDDLE	57,189.12
115	Lynchburg City Public Schools	360	LINKHORNE ELEM	54,024.92
115	Lynchburg City Public Schools	370	SANDUSKY ELEM	55,391.64
115	Lynchburg City Public Schools	70	DEARINGTON ELEM/INNOVATION	55,875.32
115	Lynchburg City Public Schools	90	T.C. MILLER ELEM FOR INNOVAT.	59,781.69
116	Martinsville City Public Schools	10	MARTINSVILLE MIDDLE	56,140.20
116	Martinsville City Public Schools	110	MARTINSVILLE HIGH	55,509.32
116	Martinsville City Public Schools	222	ALBERT HARRIS ELEM	56,870.81
116	Martinsville City Public Schools	223	PATRICK HENRY ELEM	52,349.17
116	Martinsville City Public Schools	224	CLEARVIEW EARLY LEARNING CENTER	55,510.00
117	Newport News City Public Schools	1070	WARWICK HIGH	69,913.20

<div>Virginia Department of Education</div> <div>Average Teacher Salaries by School for School Year 2024-2025</div> <div> <p>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.</p> <p>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.</p> </div>				
Division	Name	School Number	School Name	Average 2024-2025 Salary
117	Newport News City Public Schools	1080	HILTON ELEM	72,049.39
117	Newport News City Public Schools	110	B.T. WASHINGTON MIDDLE	72,484.64
117	Newport News City Public Schools	1120	NEWSOME PARK ELEM	67,870.32
117	Newport News City Public Schools	1150	RIVERSIDE ELEM	70,365.60
117	Newport News City Public Schools	1170	CARVER ELEM	72,778.09
117	Newport News City Public Schools	1180	KATHERINE JOHNSON ELEM	66,561.61
117	Newport News City Public Schools	1210	HIDENWOOD ELEM	65,698.31
117	Newport News City Public Schools	1220	MENCHVILLE HIGH	70,343.42
117	Newport News City Public Schools	1230	RICHNECK ELEM	70,819.09
117	Newport News City Public Schools	1240	STONEY RUN ELEM	65,054.30
117	Newport News City Public Schools	1250	B.C. CHARLES ELEM	69,306.00
117	Newport News City Public Schools	1260	ETHEL M. GILDERSLEEVE MIDDLE	72,700.33
117	Newport News City Public Schools	1270	HOMER L. HINES MIDDLE	66,091.22
117	Newport News City Public Schools	1290	KILN CREEK ELEM	66,661.88
117	Newport News City Public Schools	130	DISCOVERY STEM ACADEMY	66,845.08
117	Newport News City Public Schools	1393	CRITTENDEN MIDDLE	70,206.49
117	Newport News City Public Schools	1395	HERITAGE HIGH	72,484.05
117	Newport News City Public Schools	1396	WOODSIDE HIGH	71,299.86
117	Newport News City Public Schools	1398	DEER PARK ELEM	74,010.48
117	Newport News City Public Schools	1400	MARY PASSAGE MIDDLE	67,343.90
117	Newport News City Public Schools	1402	DENBIGH EARLY CHILDHOOD CENTER	73,638.18
117	Newport News City Public Schools	1404	ACHIEVABLE DREAM ACADEMY	66,255.41
117	Newport News City Public Schools	1405	ACHIEVABLE DREAM MIDDLE/HIGH	71,794.04
117	Newport News City Public Schools	1407	GENERAL STANFORD ELEM	73,248.32
117	Newport News City Public Schools	1410	WATKINS EARLY CHILDHOOD CENTER	75,537.95
117	Newport News City Public Schools	1411	JOHN MARSHALL EARLY CHILDHOOD CTR	78,238.50
117	Newport News City Public Schools	150	OLIVER C. GREENWOOD ELEM	66,785.15
117	Newport News City Public Schools	20	ELLA J. FITZGERALD MIDDLE	69,203.12
117	Newport News City Public Schools	200	L.F. PALMER ELEM	67,250.76
117	Newport News City Public Schools	250	SEDFIELD ELEM	61,882.68
117	Newport News City Public Schools	270	RICHARD T. YATES ELEM	69,719.13
117	Newport News City Public Schools	280	DENBIGH HIGH	72,329.09
117	Newport News City Public Schools	290	T. RYLAND SANFORD ELEM	69,046.55
117	Newport News City Public Schools	300	JOSEPH H. SAUNDERS ELEM	68,550.65
117	Newport News City Public Schools	310	KNOLLWOOD MEADOWS ELEM	66,739.32
117	Newport News City Public Schools	320	WILLIS A. JENKINS ELEM	68,384.24
117	Newport News City Public Schools	50	DAVID A. DUTROW ELEM	70,370.43
117	Newport News City Public Schools	70	GEORGE J. MCINTOSH ELEM	70,093.52
117	Newport News City Public Schools	91	HUNTINGTON MIDDLE	76,598.17
118	Norfolk City Public Schools	10	MAURY HIGH	67,331.11
118	Norfolk City Public Schools	100	TANNERS CREEK ELEM	66,950.16
118	Norfolk City Public Schools	131	JAMES MONROE ELEM	63,162.59
118	Norfolk City Public Schools	150	WALTER HERRON TAYLOR ELEM	66,065.56
118	Norfolk City Public Schools	185	ACADEMY FOR DISCOVERY AT LAKEWOOD	65,952.02
118	Norfolk City Public Schools	190	OCEAN VIEW ELEM	66,596.22
118	Norfolk City Public Schools	20	BLAIR MIDDLE	66,278.36
118	Norfolk City Public Schools	210	LARCHMONT ELEM	66,413.03
118	Norfolk City Public Schools	220	CHESTERFIELD ELEM	63,681.13
118	Norfolk City Public Schools	250	BAY VIEW ELEM	64,434.09
118	Norfolk City Public Schools	30	RUFFNER SCHOOL	65,492.50
118	Norfolk City Public Schools	390	GRANBY HIGH	66,231.06
118	Norfolk City Public Schools	40	CAMP ALLEN ELEM	65,935.52
118	Norfolk City Public Schools	420	GRANBY ELEM	62,511.36
118	Norfolk City Public Schools	430	JACOX ELEM	60,694.79
118	Norfolk City Public Schools	460	MARY CALCOTT ELEM	69,241.76
118	Norfolk City Public Schools	471	WILLARD ELEM	64,093.11

<div>Virginia Department of Education</div> <div>Average Teacher Salaries by School for School Year 2024-2025</div> <div> <p>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.</p> <p>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.</p> </div>				
Division	Name	School Number	School Name	Average 2024-2025 Salary
118	Norfolk City Public Schools	480	RICHARD BOWLING ELEM	63,519.92
118	Norfolk City Public Schools	490	NORTHSIDE MIDDLE	66,444.33
118	Norfolk City Public Schools	500	SUBURBAN PARK ELEM	64,248.06
118	Norfolk City Public Schools	510	BERKLEY/CAMPOSTELLA EARLY CHILDHOOD CENTER	74,980.21
118	Norfolk City Public Schools	520	LINDENWOOD ELEM	72,527.67
118	Norfolk City Public Schools	530	P.B. YOUNG SR. ELEM	69,102.82
118	Norfolk City Public Schools	550	COLEMAN PLACE ELEM	62,491.64
118	Norfolk City Public Schools	560	CROSSROADS PREK-8 SCHOOL	66,373.67
118	Norfolk City Public Schools	570	NORVIEW MIDDLE	61,935.15
118	Norfolk City Public Schools	580	NORVIEW HIGH	65,195.12
118	Norfolk City Public Schools	610	INGLESIDE ELEM	67,364.79
118	Norfolk City Public Schools	620	NORVIEW ELEM	66,881.00
118	Norfolk City Public Schools	630	OCEANAIR ELEM	70,025.22
118	Norfolk City Public Schools	650	SHERWOOD FOREST ELEM	63,918.84
118	Norfolk City Public Schools	670	LARRYMORE ELEM	71,792.02
118	Norfolk City Public Schools	682	LITTLE CREEK ELEM	67,309.98
118	Norfolk City Public Schools	740	EASTON PRESCHOOL AT FAIRLAWN	64,259.29
118	Norfolk City Public Schools	760	AZALEA MIDDLE	66,454.00
118	Norfolk City Public Schools	770	SOUTHSIDE STEM ACADEMY AT CAMPOSTELLA	63,666.39
118	Norfolk City Public Schools	790	LAKE TAYLOR	64,658.84
118	Norfolk City Public Schools	800	TARRALLTON ELEM	72,923.67
118	Norfolk City Public Schools	820	ST. HELENA ELEM	64,992.38
118	Norfolk City Public Schools	840	LAKE TAYLOR HIGH	63,743.08
118	Norfolk City Public Schools	850	SEWELLS POINT ELEM	64,539.89
118	Norfolk City Public Schools	860	WILLOUGHBY EARLY CHILDHOOD CENTER	71,478.05
118	Norfolk City Public Schools	880	BOOKER T. WASHINGTON HIGH	62,331.45
118	Norfolk City Public Schools	90	GHENT SCHOOL	69,448.07
119	Norton City Public Schools	20	J.I. BURTON HIGH	58,422.00
119	Norton City Public Schools	40	NORTON ELEM	56,496.00
120	Petersburg City Public Schools	110	COOL SPRING ELEM	57,861.00
120	Petersburg City Public Schools	121	VERNON JOHNS MIDDLE	60,734.00
120	Petersburg City Public Schools	130	WALNUT HILL ELEM	56,690.00
120	Petersburg City Public Schools	160	WESTVIEW EARLY CHILDHOOD ED. CTR.	58,687.00
120	Petersburg City Public Schools	170	LAKEMONT ELEM	56,189.00
120	Petersburg City Public Schools	180	PLEASANTS LANE ELEM	55,365.00
120	Petersburg City Public Schools	200	PETERSBURG HIGH	60,384.00
121	Portsmouth City Public Schools	1130	CRADOCK MIDDLE	64,221.17
121	Portsmouth City Public Schools	1400	CRADOCK ELEM	64,590.61
121	Portsmouth City Public Schools	160	CHURCHLAND PRIMARY & INTERMEDIATE	63,991.32
121	Portsmouth City Public Schools	1630	HODGES MANOR ELEM	63,135.27
121	Portsmouth City Public Schools	1650	LAKEVIEW ELEM	61,562.98
121	Portsmouth City Public Schools	1660	MANOR HIGH	64,801.22
121	Portsmouth City Public Schools	1766	BRIGHTON ELEM	62,153.51
121	Portsmouth City Public Schools	1768	MOUNT HERMON PRESCHOOL CENTER	64,723.27
121	Portsmouth City Public Schools	1769	VICTORY ELEM	63,394.85
121	Portsmouth City Public Schools	1770	OLIVE BRANCH PRESCHOOL CTR	66,751.45
121	Portsmouth City Public Schools	190	DOUGLASS PARK ELEM	63,529.24
121	Portsmouth City Public Schools	210	WESTHAVEN ELEM	65,420.30
121	Portsmouth City Public Schools	230	WATERVIEW ELEM	61,121.39
121	Portsmouth City Public Schools	240	I.C. NORCOM HIGH	67,059.02
121	Portsmouth City Public Schools	290	SIMONSDALE ELEM	65,292.69
121	Portsmouth City Public Schools	310	WM. E. WATERS MIDDLE	62,079.82
121	Portsmouth City Public Schools	320	CHURCHLAND MIDDLE	65,357.79
121	Portsmouth City Public Schools	321	CHURCHLAND ACADEMY ELEM	63,186.83

<div>Virginia Department of Education</div> <div>Average Teacher Salaries by School for School Year 2024-2025</div> <div> <p>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.</p> <p>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.</p> </div>				
Division	Name	School Number	School Name	Average 2024-2025 Salary
121	Portsmouth City Public Schools	322	CHURCHLAND PRESCHOOL CTR	64,302.57
121	Portsmouth City Public Schools	500	CHURCHLAND HIGH	64,699.40
121	Portsmouth City Public Schools	60	PARK VIEW ELEM	64,817.91
121	Portsmouth City Public Schools	650	CHURCHLAND ELEM	64,601.52
122	Radford City Public Schools	10	BELLE HETH ELEM	60,360.00
122	Radford City Public Schools	20	MCHARG ELEM	57,184.00
122	Radford City Public Schools	41	RADFORD HIGH	62,116.00
122	Radford City Public Schools	42	JOHN N. DALTON INT.	59,833.00
123	Richmond City Public Schools	100	BELLEVUE ELEM	67,309.55
123	Richmond City Public Schools	1100	BROAD ROCK ELEM	67,898.33
123	Richmond City Public Schools	130	OVERBY-SHEPPARD ELEM	67,701.61
123	Richmond City Public Schools	1400	ELIZABETH D. REDD ELEM	69,507.22
123	Richmond City Public Schools	1440	CARDINAL ELEM	80,483.69
123	Richmond City Public Schools	1470	G.H. REID ELEM	70,521.95
123	Richmond City Public Schools	1480	SOUTHAMPTON ELEM	68,275.78
123	Richmond City Public Schools	1510	HUGUENOT HIGH	73,502.81
123	Richmond City Public Schools	1631	RIVER CITY MIDDLE	67,605.26
123	Richmond City Public Schools	1640	J.B. FISHER ELEM	68,290.62
123	Richmond City Public Schools	170	BLACKWELL ELEM	70,396.25
123	Richmond City Public Schools	1710	J.L. FRANCIS ELEM	68,388.66
123	Richmond City Public Schools	20	THOMAS JEFFERSON HIGH	69,792.21
123	Richmond City Public Schools	200	WILLIAM FOX ELEM	68,324.36
123	Richmond City Public Schools	210	SWANSBORO ELEM	62,275.00
123	Richmond City Public Schools	230	FRANCES W. MCCLENNEY ELEM	70,082.25
123	Richmond City Public Schools	290	HENRY MARSH III ELEM	69,154.57
123	Richmond City Public Schools	30	ALBERT HILL MIDDLE	62,950.00
123	Richmond City Public Schools	3105	LUCILLE M. BROWN MIDDLE	66,464.81
123	Richmond City Public Schools	3106	LINWOOD HOLTON ELEM	69,004.86
123	Richmond City Public Schools	3107	MILES JONES ELEM	67,009.32
123	Richmond City Public Schools	311	GEORGE W. CARVER ELEM	68,017.87
123	Richmond City Public Schools	3110	RICHMOND SUCCESS ACADEMY	68,554.15
123	Richmond City Public Schools	3113	RICHMOND COMMUNITY PRESCHOOL	25,100.00
123	Richmond City Public Schools	3114	MARY SCOTT PRESCHOOL	75,221.84
123	Richmond City Public Schools	3115	J.H. BLACKWELL PRESCHOOL	66,784.86
123	Richmond City Public Schools	3119	PATRICK HENRY SCHOOL OF SCIENCE AND ARTS	65,685.52
123	Richmond City Public Schools	3200	RICHMOND CAREER EDUCATION & EMPLOYMENT	73,637.00
123	Richmond City Public Schools	330	OAK GROVE/BELLEMEADE ELEM	73,822.74
123	Richmond City Public Schools	390	BARACK OBAMA ELEM	68,651.54
123	Richmond City Public Schools	452	RICHMOND COMMUNITY HIGH	70,113.98
123	Richmond City Public Schools	470	THOMAS H. HENDERSON MIDDLE	67,308.25
123	Richmond City Public Schools	480	THOMAS C. BOUSHALL MIDDLE	67,333.54
123	Richmond City Public Schools	50	DOGWOOD MIDDLE	64,889.18
123	Richmond City Public Schools	511	SUMMER HILL PRESCHOOL CENTER	63,798.01
123	Richmond City Public Schools	580	MARY MUNFORD ELEM	72,818.55
123	Richmond City Public Schools	600	LOIS HARRISON-JONES ELEM	64,863.78
123	Richmond City Public Schools	621	FRANKLIN MILITARY ACADEMY	70,093.96
123	Richmond City Public Schools	650	WOODVILLE ELEM	73,817.90
123	Richmond City Public Schools	660	WESTOVER HILLS ELEM	67,327.38
123	Richmond City Public Schools	690	MAYMONT PRESCHOOL	67,218.34
123	Richmond City Public Schools	710	FAIRFIELD COURT ELEM	76,546.90
123	Richmond City Public Schools	730	JOHN MARSHALL HIGH	72,200.46
123	Richmond City Public Schools	741	RICHMOND HIGH SCHOOL FOR THE ARTS	70,557.23
123	Richmond City Public Schools	770	MARTIN LUTHER KING JR. MIDDLE	65,561.10
123	Richmond City Public Schools	771	MARTIN LUTHER KING JR. PRESCHOOL	68,001.46

Virginia Department of Education
Average Teacher Salaries by School for School Year 2024-2025

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 2024-2025 Salary
123	Richmond City Public Schools	830	CHIMBORAZO ELEM	66,971.76
123	Richmond City Public Schools	850	ARMSTRONG HIGH	71,593.85
123	Richmond City Public Schools	90	OPEN HIGH	68,315.03
124	Roanoke City Public Schools	110	HIGHLAND PARK ELEM	63,202.56
124	Roanoke City Public Schools	150	WOODROW WILSON MIDDLE	62,034.24
124	Roanoke City Public Schools	20	CRYSTAL SPRING ELEM	68,166.71
124	Roanoke City Public Schools	210	BRECKINRIDGE MIDDLE	59,968.04
124	Roanoke City Public Schools	220	ROANOKE ACADEMY FOR MATH & SCIENCE ELEM	64,420.79
124	Roanoke City Public Schools	230	JOHN P. FISHWICK MIDDLE	68,050.62
124	Roanoke City Public Schools	240	PRESTON PARK ELEM	66,407.51
124	Roanoke City Public Schools	280	LUCY ADDISON AEROSPACE MAGNET MIDDLE	57,694.37
124	Roanoke City Public Schools	300	GARDEN CITY ELEM	64,749.28
124	Roanoke City Public Schools	310	GRANDIN COURT ELEM	69,317.79
124	Roanoke City Public Schools	320	ROUND HILL ELEM	62,107.53
124	Roanoke City Public Schools	340	LINCOLN TERRACE ELEM	63,682.91
124	Roanoke City Public Schools	350	WESTSIDE ELEM	62,421.29
124	Roanoke City Public Schools	370	MONTEREY ELEM	61,808.08
124	Roanoke City Public Schools	380	FISHBURN PARK ELEM	64,048.00
124	Roanoke City Public Schools	390	PATRICK HENRY HIGH	65,123.92
124	Roanoke City Public Schools	400	WILLIAM FLEMING HIGH	63,614.62
124	Roanoke City Public Schools	410	FAIRVIEW ELEM	60,157.90
124	Roanoke City Public Schools	420	HURT PARK ELEM	60,365.30
124	Roanoke City Public Schools	450	JAMES MADISON MIDDLE	61,491.67
124	Roanoke City Public Schools	50	FALLON PARK ELEM	63,657.44
124	Roanoke City Public Schools	60	MORNINGSIDE ELEM	60,538.73
124	Roanoke City Public Schools	70	VIRGINIA HEIGHTS ELEM	66,395.70
124	Roanoke City Public Schools	90	WASENA ELEM	66,366.89
126	Staunton City Public Schools	110	SHELBURNE MIDDLE	58,403.23
126	Staunton City Public Schools	30	STAUNTON HIGH	61,966.89
126	Staunton City Public Schools	40	A. R. WARE ELEM	60,111.97
126	Staunton City Public Schools	41	STAUNTON PRESCHOOL PROGRAMS	57,626.40
126	Staunton City Public Schools	70	BESSIE WELLER ELEM	58,201.91
126	Staunton City Public Schools	90	THOMAS C. MCSWAIN ELEM	60,410.79
127	Suffolk City Public Schools	210	ELEPHANT'S FORK ELEM	66,510.08
127	Suffolk City Public Schools	220	NANSEMOND PARKWAY ELEM	67,524.34
127	Suffolk City Public Schools	230	KILBY SHORES ELEM	70,452.81
127	Suffolk City Public Schools	240	NANSEMOND RIVER HIGH	69,316.60
127	Suffolk City Public Schools	300	LAKELAND HIGH	68,863.67
127	Suffolk City Public Schools	330	MACK BENN JR. ELEM	64,818.98
127	Suffolk City Public Schools	370	JOHN F. KENNEDY MIDDLE	66,329.92
127	Suffolk City Public Schools	380	JOHN YEATES MIDDLE	67,580.50
127	Suffolk City Public Schools	390	FOREST GLEN MIDDLE	71,581.68
127	Suffolk City Public Schools	391	NORTHERN SHORES ELEM	66,832.19
127	Suffolk City Public Schools	393	KING'S FORK MIDDLE	67,468.10
127	Suffolk City Public Schools	395	KING'S FORK HIGH	67,814.18
127	Suffolk City Public Schools	397	COLONEL FRED CHERRY MIDDLE	66,717.11
127	Suffolk City Public Schools	440	CREEKSIDE ELEM	67,799.45
127	Suffolk City Public Schools	450	HILLPOINT ELEM	67,093.97
127	Suffolk City Public Schools	47	SOUTHWESTERN ELEM	70,521.54
127	Suffolk City Public Schools	50	BOOKER T. WASHINGTON ELEM	74,401.27
127	Suffolk City Public Schools	70	OAKLAND ELEM	68,328.07
127	Suffolk City Public Schools	90	FLORENCE BOWSER ELEM	66,903.89
128	Virginia Beach City Public Schools	10	GREEN RUN HIGH	71,755.00
128	Virginia Beach City Public Schools	100	THREE OAKS ELEM	71,434.00
128	Virginia Beach City Public Schools	1020	NEW CASTLE ELEM	71,515.00

<div>Virginia Department of Education</div> <div>Average Teacher Salaries by School for School Year 2024-2025</div> <div> <p>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.</p> <p>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.</p> </div>				
Division	Name	School Number	School Name	Average 2024-2025 Salary
128	Virginia Beach City Public Schools	1030	LANDSTOWN HIGH	72,281.00
128	Virginia Beach City Public Schools	1041	CORPORATE LANDING ELEM	71,067.00
128	Virginia Beach City Public Schools	1050	GREEN RUN COLLEGIATE	66,409.00
128	Virginia Beach City Public Schools	106	DIAMOND SPRINGS ELEM	70,342.00
128	Virginia Beach City Public Schools	115	BAYSIDE 6TH GRADE CAMPUS	65,807.00
128	Virginia Beach City Public Schools	130	W.T. COOKE ELEM	66,531.00
128	Virginia Beach City Public Schools	140	VIRGINIA BEACH MIDDLE	71,012.00
128	Virginia Beach City Public Schools	20	WHITE OAKS ELEM	66,348.00
128	Virginia Beach City Public Schools	230	CREEDS ELEM	75,496.00
128	Virginia Beach City Public Schools	280	BAYSIDE ELEM	63,045.00
128	Virginia Beach City Public Schools	290	SEATAACK ELEM AN ACHIEVABLE DREAM ACADEMY	72,473.00
128	Virginia Beach City Public Schools	30	FRANK W. COX HIGH	75,337.00
128	Virginia Beach City Public Schools	300	SHELTON PARK ELEM	66,613.00
128	Virginia Beach City Public Schools	321	PRINCESS ANNE HIGH	72,446.00
128	Virginia Beach City Public Schools	330	LINKHORN PARK ELEM	70,790.00
128	Virginia Beach City Public Schools	340	PRINCESS ANNE ELEM	72,738.00
128	Virginia Beach City Public Schools	350	THALIA ELEM	69,741.00
128	Virginia Beach City Public Schools	360	JOHN B. DEY ELEM	70,638.00
128	Virginia Beach City Public Schools	390	WOODSTOCK ELEM	67,763.00
128	Virginia Beach City Public Schools	40	CENTERVILLE ELEM	68,012.00
128	Virginia Beach City Public Schools	400	THOROUGHGOOD ELEM	68,228.00
128	Virginia Beach City Public Schools	410	KEMPSVILLE MEADOWS ELEM	70,102.00
128	Virginia Beach City Public Schools	420	KING'S GRANT ELEM	70,539.00
128	Virginia Beach City Public Schools	430	GREAT NECK MIDDLE	71,367.00
128	Virginia Beach City Public Schools	440	FLOYD KELLAM HIGH	72,969.00
128	Virginia Beach City Public Schools	450	KEMPSVILLE ELEM	70,260.00
128	Virginia Beach City Public Schools	460	LUXFORD ELEM	68,691.00
128	Virginia Beach City Public Schools	470	WILLIAMS ELEM	67,632.00
128	Virginia Beach City Public Schools	490	PEMBROKE ELEM	66,152.00
128	Virginia Beach City Public Schools	50	SALEM MIDDLE	68,455.00
128	Virginia Beach City Public Schools	500	MALIBU ELEM	66,820.00
128	Virginia Beach City Public Schools	510	TRANTWOOD ELEM	71,388.00
128	Virginia Beach City Public Schools	520	LYNNHAVEN ELEM	71,046.00
128	Virginia Beach City Public Schools	530	BAYSIDE HIGH	68,191.00
128	Virginia Beach City Public Schools	540	HERMITAGE ELEM	69,367.00
128	Virginia Beach City Public Schools	550	ARROWHEAD ELEM	67,323.00
128	Virginia Beach City Public Schools	560	WINDSOR WOODS ELEM	67,194.00
128	Virginia Beach City Public Schools	580	KINGSTON ELEM	69,898.00
128	Virginia Beach City Public Schools	590	ALANTON ELEM	68,219.00
128	Virginia Beach City Public Schools	60	BIRDNECK ELEM	67,638.00
128	Virginia Beach City Public Schools	600	HOLLAND ELEM	67,440.00
128	Virginia Beach City Public Schools	610	FIRST COLONIAL HIGH	75,553.00
128	Virginia Beach City Public Schools	620	KEMPSVILLE HIGH	69,235.00
128	Virginia Beach City Public Schools	630	BROOKWOOD ELEM	70,724.00
128	Virginia Beach City Public Schools	640	PLAZA MIDDLE	72,107.00
128	Virginia Beach City Public Schools	660	PEMBROKE MEADOWS ELEM	67,205.00
128	Virginia Beach City Public Schools	670	WINDSOR OAKS ELEM	68,009.00
128	Virginia Beach City Public Schools	680	POINT O' VIEW ELEM	66,462.00
128	Virginia Beach City Public Schools	690	KEMPSVILLE MIDDLE	70,838.00
128	Virginia Beach City Public Schools	692	PROVIDENCE ELEM	71,317.00
128	Virginia Beach City Public Schools	700	BAYSIDE MIDDLE	66,149.00
128	Virginia Beach City Public Schools	710	NEWTOWN ELEM	66,080.00
128	Virginia Beach City Public Schools	720	COLLEGE PARK ELEM	72,070.00
128	Virginia Beach City Public Schools	730	LYNNHAVEN MIDDLE	69,893.00
128	Virginia Beach City Public Schools	740	INDEPENDENCE MIDDLE	71,153.84

<div>Virginia Department of Education</div> <div>Average Teacher Salaries by School for School Year 2024-2025</div> <div> <p>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.</p> <p>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.</p> </div>				
Division	Name	School Number	School Name	Average 2024-2025 Salary
128	Virginia Beach City Public Schools	750	PRINCESS ANNE MIDDLE	73,345.00
128	Virginia Beach City Public Schools	760	NORTH LANDING ELEM	75,779.00
128	Virginia Beach City Public Schools	770	GREEN RUN ELEM	67,598.00
128	Virginia Beach City Public Schools	780	FAIRFIELD ELEM	68,585.00
128	Virginia Beach City Public Schools	790	BRANDON MIDDLE	69,112.00
128	Virginia Beach City Public Schools	80	OLD DONATION SCHOOL	73,518.00
128	Virginia Beach City Public Schools	800	INDIAN LAKES ELEM	67,240.00
128	Virginia Beach City Public Schools	810	ROSEMONT ELEM	70,905.00
128	Virginia Beach City Public Schools	820	PARKWAY ELEM	71,094.00
128	Virginia Beach City Public Schools	830	SALEM ELEM	71,788.00
128	Virginia Beach City Public Schools	840	ROSEMONT FOREST ELEM	67,229.00
128	Virginia Beach City Public Schools	850	SALEM HIGH	71,214.00
128	Virginia Beach City Public Schools	870	GLENWOOD ELEM	68,976.00
128	Virginia Beach City Public Schools	880	OCEAN LAKES ELEM	69,812.00
128	Virginia Beach City Public Schools	900	RED MILL ELEM	71,153.79
128	Virginia Beach City Public Schools	910	TALLWOOD ELEM	66,827.00
128	Virginia Beach City Public Schools	920	TALLWOOD HIGH	71,913.00
128	Virginia Beach City Public Schools	931	LANDSTOWN MIDDLE	69,066.00
128	Virginia Beach City Public Schools	932	LANDSTOWN ELEM	66,553.00
128	Virginia Beach City Public Schools	940	STRAWBRIDGE ELEM	73,567.00
128	Virginia Beach City Public Schools	960	OCEAN LAKES HIGH	73,646.00
128	Virginia Beach City Public Schools	970	LARKSPUR MIDDLE	70,405.00
128	Virginia Beach City Public Schools	980	CORPORATE LANDING MIDDLE	72,305.00
128	Virginia Beach City Public Schools	990	CHRISTOPHER FARMS ELEM	68,645.00
130	Waynesboro City Public Schools	580	WENONAH ELEM	59,546.00
130	Waynesboro City Public Schools	600	WAYNESBORO HIGH	66,903.00
130	Waynesboro City Public Schools	620	WAYNE HILLS CTR	54,676.00
130	Waynesboro City Public Schools	630	WESTWOOD HILLS ELEM	58,370.00
130	Waynesboro City Public Schools	640	KATE COLLINS MIDDLE	56,623.00
130	Waynesboro City Public Schools	650	BERKELEY GLENN ELEM	61,167.00
130	Waynesboro City Public Schools	751	WILLIAM PERRY ELEM	57,863.00
131	Williamsburg-James City County Public Schools	10	MATTHEW WHALEY ELEM	62,592.66
131	Williamsburg-James City County Public Schools	100	TOANO MIDDLE	64,030.48
131	Williamsburg-James City County Public Schools	190	J BLAINE BLAYTON ELEM	64,620.23
131	Williamsburg-James City County Public Schools	191	LOIS HORNSBY MIDDLE	63,356.48
131	Williamsburg-James City County Public Schools	201	JAMES RIVER ELEM	64,161.50
131	Williamsburg-James City County Public Schools	202	JAMESTOWN HIGH	68,553.22
131	Williamsburg-James City County Public Schools	203	STONEHOUSE ELEM	64,323.67
131	Williamsburg-James City County Public Schools	204	WARHILL HIGH	64,814.82
131	Williamsburg-James City County Public Schools	205	MATOAKA ELEM	65,715.57
131	Williamsburg-James City County Public Schools	25	JAMES BLAIR MIDDLE	62,214.32
131	Williamsburg-James City County Public Schools	40	CLARA BYRD BAKER ELEM	64,672.49
131	Williamsburg-James City County Public Schools	50	LAUREL LANE ELEM	61,628.49
131	Williamsburg-James City County Public Schools	60	BERKELEY MIDDLE	66,635.91
131	Williamsburg-James City County Public Schools	70	NORGE ELEM	63,873.62
131	Williamsburg-James City County Public	80	D.J. MONTAGUE ELEM	62,528.39

Virginia Department of Education
Average Teacher Salaries by School for School Year 2024-2025

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 2024-2025 Salary
	Schools			
131	Williamsburg-James City County Public Schools	90	LAFAYETTE HIGH	65,863.07
132	Winchester City Public Schools	20	VIRGINIA AVE. CHARLOTTE DEHART ELEM	64,291.00
132	Winchester City Public Schools	40	JOHN HANDLEY HIGH	62,906.00
132	Winchester City Public Schools	50	GARLAND R. QUARLES ELEM	61,548.00
132	Winchester City Public Schools	70	DANIEL MORGAN MIDDLE	62,197.00
132	Winchester City Public Schools	75	DANIEL MORGAN INTERMEDIATE	62,239.00
132	Winchester City Public Schools	80	FREDERICK DOUGLASS ELEM	64,243.00
132	Winchester City Public Schools	90	JOHN KERR ELEM	64,792.00
135	Franklin City Public Schools	10	S.P. MORTON ELEM	56,051.00
135	Franklin City Public Schools	20	FRANKLIN HIGH	55,192.00
136	Chesapeake City Public Schools	10	OSCAR SMITH MIDDLE	67,399.07
136	Chesapeake City Public Schools	100	DEEP CREEK HIGH	72,880.54
136	Chesapeake City Public Schools	110	WESTERN BRANCH PRIMARY	66,045.98
136	Chesapeake City Public Schools	120	GREAT BRIDGE HIGH	76,187.48
136	Chesapeake City Public Schools	140	GREENBRIER PRIMARY	68,690.37
136	Chesapeake City Public Schools	160	NORFOLK HIGHLANDS PRIMARY	68,215.86
136	Chesapeake City Public Schools	200	RENA B WRIGHT PRIMARY	69,720.13
136	Chesapeake City Public Schools	210	DEEP CREEK ELEM	66,512.09
136	Chesapeake City Public Schools	280	HICKORY MIDDLE	75,015.53
136	Chesapeake City Public Schools	340	HICKORY ELEM	69,266.46
136	Chesapeake City Public Schools	40	THURGOOD MARSHALL ELEM	69,480.13
136	Chesapeake City Public Schools	50	GEORGE W CARVER INT	65,738.61
136	Chesapeake City Public Schools	560	CRESTWOOD MIDDLE	69,664.60
136	Chesapeake City Public Schools	590	GREAT BRIDGE MIDDLE	74,572.86
136	Chesapeake City Public Schools	600	SOUTHWESTERN ELEM	69,414.51
136	Chesapeake City Public Schools	610	DEEP CREEK MIDDLE	68,550.24
136	Chesapeake City Public Schools	620	SOUTHEASTERN ELEM	71,493.33
136	Chesapeake City Public Schools	630	B M WILLIAMS PRIMARY	70,746.51
136	Chesapeake City Public Schools	640	EDWIN W CHITTUM ELEM	72,876.35
136	Chesapeake City Public Schools	660	DEEP CREEK CENTRAL ELEM	68,006.85
136	Chesapeake City Public Schools	680	GREAT BRIDGE PRIMARY	67,939.83
136	Chesapeake City Public Schools	700	CRESTWOOD INTERMEDIATE	68,833.39
136	Chesapeake City Public Schools	710	INDIAN RIVER MIDDLE	68,816.08
136	Chesapeake City Public Schools	720	G A TREAKLE ELEM	69,898.94
136	Chesapeake City Public Schools	730	PORTLOCK PRIMARY	68,554.18
136	Chesapeake City Public Schools	740	WESTERN BRANCH MIDDLE	72,342.70
136	Chesapeake City Public Schools	750	SPARROW ROAD INTERMEDIATE	61,237.44
136	Chesapeake City Public Schools	770	BUTTS ROAD PRIMARY	71,632.88
136	Chesapeake City Public Schools	80	OSCAR F SMITH HIGH	72,266.68
136	Chesapeake City Public Schools	810	WESTERN BRANCH INT	73,492.40
136	Chesapeake City Public Schools	820	GEORGETOWN PRIMARY	68,994.44
136	Chesapeake City Public Schools	830	INDIAN RIVER HIGH	72,321.24
136	Chesapeake City Public Schools	840	WESTERN BRANCH HIGH	75,209.48
136	Chesapeake City Public Schools	850	GREAT BRIDGE INT	72,508.33
136	Chesapeake City Public Schools	860	BUTTS ROAD INT	71,206.25
136	Chesapeake City Public Schools	870	GREENBRIER INT.	66,926.62
136	Chesapeake City Public Schools	890	HICKORY HIGH	73,906.52
136	Chesapeake City Public Schools	90	CAMELOT ELEM	71,370.28
136	Chesapeake City Public Schools	900	CEDAR ROAD ELEM	70,994.55
136	Chesapeake City Public Schools	920	HUGO A OWENS MIDDLE	71,466.26
136	Chesapeake City Public Schools	950	GRASSFIELD ELEM	69,753.80
136	Chesapeake City Public Schools	960	GRASSFIELD HIGH	73,907.28
136	Chesapeake City Public Schools	971	TRUITT INTERMEDIATE	58,393.65
136	Chesapeake City Public Schools	972	GREENBRIER MIDDLE	73,702.73

<div>Virginia Department of Education</div> <div>Average Teacher Salaries by School for School Year 2024-2025</div> <div> <p>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.</p> <p>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.</p> </div>				
Division	Name	School Number	School Name	Average 2024-2025 Salary
136	Chesapeake City Public Schools	973	JOLLIFF MIDDLE	70,637.39
137	Lexington City Public Schools	1390	HARRINGTON WADDELL ELEM	57,178.00
137	Lexington City Public Schools	1440	LYLBURN DOWNING MIDDLE	53,113.00
139	Salem City Public Schools	100	ANDREW LEWIS MIDDLE	72,099.52
139	Salem City Public Schools	460	WEST SALEM ELEM	73,807.88
139	Salem City Public Schools	550	EAST SALEM ELEM	71,833.70
139	Salem City Public Schools	580	SOUTH SALEM ELEM	72,464.36
139	Salem City Public Schools	70	SALEM HIGH	69,709.40
139	Salem City Public Schools	90	G.W. CARVER ELEM	71,012.02
142	Poquoson City Public Schools	10	POQUOSON HIGH	63,209.00
142	Poquoson City Public Schools	130	POQUOSON MIDDLE	62,468.00
142	Poquoson City Public Schools	150	POQUOSON ELEM	57,915.00
142	Poquoson City Public Schools	160	POQUOSON PRIMARY	58,042.00
143	Manassas City Public Schools	10	WEEMS ELEM	82,028.52
143	Manassas City Public Schools	20	RICHARD C. HAYDON ELEM	85,793.43
143	Manassas City Public Schools	310	JENNIE DEAN ELEM	82,747.42
143	Manassas City Public Schools	370	OSBOURN HIGH	93,671.42
143	Manassas City Public Schools	470	BALDWIN ELEM	87,926.74
143	Manassas City Public Schools	471	BALDWIN INTERMEDIATE	83,873.87
143	Manassas City Public Schools	60	GEORGE CARR ROUND ELEM	97,806.83
143	Manassas City Public Schools	70	GRACE E. METZ MIDDLE	88,260.66
143	Manassas City Public Schools	80	MAYFIELD INTERMEDIATE	90,030.10
144	Manassas Park City Public Schools	30	MANASSAS PARK HIGH	72,392.00
144	Manassas Park City Public Schools	31	MANASSAS PARK MIDDLE	76,844.00
144	Manassas Park City Public Schools	420	MANASSAS PARK ELEM	71,892.00
144	Manassas Park City Public Schools	522	COUGAR ELEM	74,600.00
202	Colonial Beach Public Schools	21	COLONIAL BEACH HIGH	60,265.17
202	Colonial Beach Public Schools	22	COLONIAL BEACH ELEM	59,192.42
207	West Point Public Schools	280	WEST POINT ELEM	60,018.00
207	West Point Public Schools	290	WEST POINT MIDDLE/HIGH	63,954.00
917	Department of Juvenile Justice	101	YVONNE B. MILLER HIGH SCHOOL	79,375.52

APPENDIX A

Mandate for the Reporting Requirement

Item 125, paragraph B.12., Chapter 725, 2025 Virginia 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.

APPENDIX B

Explanation of average salary calculations

Fiscal Year 2025 Average Teacher Salary Calculations: ¹			
Total reported salary and wage expenditures from the following Annual School Report Financial Section (ASRFIN) expenditure categories are summed:			
Expenditure Category	Function	Object	Total Amount
Classroom Instruction Salaries and Wages	61100	1120	7,240,496,620.91
Classroom Instruction Supplemental Salaries and Wages	61100	1620	200,290,785.35
Guidance Services Instructional Salaries and Wages	61210	1120	374,010,728.46
Homebound Instruction Salaries and Wages	61230	1120	12,718,844.08
Media Services Instructional Salaries and Wages	61320	1120	5,189,603.07
Media Services Librarian Salaries and Wages	61320	1122	160,143,864.55
Technology Classroom Instruction Salaries and Wages	68100	1120	80,557,557.47
Technology Instructional Support Salaries and Wages	68200	1120	48,848,724.10
Contingency Reserve Instructional Salaries and Wages	69000	1120	-
Contingency Reserve Supplemental Salaries and Wages	69000	1620	-
TOTAL:			8,122,256,727.99
Total reported FTEs from the following ASRFIN FTE categories are summed:			
FTE Category	Function	Object	Total Amount
Instructional Classroom - Teacher	61100	1120	99,131.15
Guidance Counselors	61210	1120	4,762.96
Homebound Instructional	61230	1120	273.03
Media Instructional	61320	1120	53.33
Media Librarian	61320	1122	2,031.27
Technology Classroom Instruction	68100	1120	969.19
Technology Instructional Support	68200	1120	611.28
Contingency Reserve Instructional	69000	1120	-
Contingency Reserve Librarian	69000	1122	-
TOTAL:			107,832.21
Total reported compensation expenditures are divided by the total reported FTEs to calculate the statewide average salary for fiscal year 2025:			\$75,323

Fiscal Year 2025 Average Assistant Principal Salary Calculations: ¹			
Total reported salary and wage expenditures from the following Annual School Report Financial Section (ASRFIN) expenditure categories are summed:			
Expenditure Category	Function	Object	Total Amount
Office of the Principal, Assistant Principal Salaries and Wages	61410	1127	354,411,600.59
Contingency Reserve, Assistant Principal Salaries and Wages	69000	1127	-
TOTAL:			354,411,600.59
Total reported FTEs from the following ASRFIN FTE categories are summed:			
FTE Category	Function	Object	Total Amount
Assistant Principals	61410	1127	3,301.03
Contingency Reserve Assistant Principals	69000	1127	-
TOTAL:			3,301.03
Total reported compensation expenditures are divided by the total reported FTEs to calculate the statewide average salary for fiscal year 2025:			\$107,364

Fiscal Year 2025 Average Principal Salary Calculations: ¹			
Total reported compensation expenditures from the following Annual School Report Financial Section (ASRFIN) expenditure categories are summed:			
Expenditure Category	Function	Object	Total Amount
Office of the Principal, Principal Salaries and Wages	61410	1126	253,691,171.09
Contingency Reserve, Principal Salaries and Wages	69000	1126	-
TOTAL:			253,691,171.09
Total reported FTEs from the following ASRFIN FTE categories are summed:			
FTE Category	Function	Object	Total Amount
Principals	61410	1126	1,986.25
Contingency Reserve Principals	69000	1126	-
TOTAL:			1,986.25
Total reported compensation expenditures are divided by the total reported FTEs to calculate the statewide average salary for fiscal year 2025:			\$127,724

¹ Includes school divisions and regional programs.

APPENDIX C

5-Year Trend: Teacher salary increases by Division

5-year Trend: Local Salary Increases
Source: Annual Required Local Effort/Required Local Match Data Collection; Supplemental Compensation Supplement Collection (Self-Reported)

	Division Name	FY22	FY23	FY24	FY25	FY26	Total
001	ACCOMACK	5.00%	5.00%	7.27%	5.00%	3.00%	25.27%
002	ALBEMARLE	5.00%	6.00%	5.00%	3.00%	3.00%	22.00%
003	ALLEGHANY HIGHLANDS	5.46%	6.40%	7.00%	7.09%	2.38%	28.33%
004	AMELIA	5.00%	7.00%	7.00%	3.00%	4.00%	26.00%
005	AMHERST	4.00%	6.50%	7.00%	4.00%	3.00%	24.50%
006	APPOMATTOX	5.00%	5.00%	7.00%	3.00%	5.00%	25.00%
007	ARLINGTON	3.60%	8.65%	7.26%	3.50%	4.30%	27.31%
008	AUGUSTA	5.00%	8.00%	5.00%	4.00%	3.00%	25.00%
009	BATH	3.00%	6.84%	12.64%	3.00%	3.00%	28.48%
010	BEDFORD	3.82%	5.00%	7.00%	3.00%	3.00%	21.82%
011	BLAND	3.00%	5.00%	6.00%	3.00%	3.00%	20.00%
012	BOTETOURT	5.00%	5.00%	8.00%	3.25%	3.25%	24.50%
013	BRUNSWICK	5.00%	5.00%	7.00%	3.00%	3.00%	23.00%
014	BUCHANAN	3.47%	10.13%	5.02%	3.91%	3.37%	25.90%
015	BUCKINGHAM	5.00%	5.00%	7.00%	3.00%	3.00%	23.00%
016	CAMPBELL	5.00%	5.00%	7.00%	3.00%	3.00%	23.00%
017	CAROLINE	6.50%	7.00%	6.00%	4.54%	6.62%	30.66%
018	CARROLL	5.00%	5.00%	7.00%	3.00%	3.00%	23.00%
019	CHARLES CITY	5.00%	5.00%	7.00%	3.00%	3.00%	23.00%
020	CHARLOTTE	5.00%	5.00%	7.00%	3.00%	3.00%	23.00%
021	CHESTERFIELD	5.00%	5.00%	7.00%	4.00%	3.00%	24.00%
022	CLARKE	5.00%	10.00%	6.08%	5.00%	4.00%	30.08%
023	CRAIG	5.00%	5.00%	5.00%	5.00%	3.00%	23.00%
024	CULPEPER	3.00%	5.00%	8.00%	5.00%	3.00%	24.00%
025	CUMBERLAND	5.00%	6.00%	6.00%	3.00%	1.50%	21.50%
026	DICKENSON	6.49%	5.00%	7.71%	4.05%	3.00%	26.25%
027	DINWIDDIE	5.88%	8.41%	6.83%	5.00%	3.00%	29.12%
028	ESSEX	4.00%	8.00%	5.00%	3.00%	3.00%	23.00%
029	FAIRFAX	2.00%	6.68%	6.28%	4.00%	5.90%	24.86%
030	FAUQUIER	5.00%	5.00%	5.00%	3.00%	3.75%	21.75%
031	FLOYD	3.50%	5.00%	7.00%	1.50%	3.00%	20.00%
032	FLUVANNA	5.00%	5.00%	11.43%	3.00%	3.00%	27.43%
033	FRANKLIN	5.00%	5.00%	8.00%	5.70%	2.50%	26.20%
034	FREDERICK	6.34%	5.00%	7.00%	6.20%	4.90%	29.44%
035	GILES	5.00%	10.00%	6.20%	5.00%	3.00%	29.20%
036	GLOUCESTER	6.80%	5.60%	5.00%	3.00%	4.50%	24.90%
037	GOOCHLAND	5.00%	5.00%	7.00%	5.00%	3.00%	25.00%
038	GRAYSON	3.26%	12.71%	11.22%	5.74%	3.00%	35.93%
039	GREENE	4.00%	7.00%	5.00%	3.00%	4.00%	23.00%
040	GREENSVILLE	3.00%	5.00%	5.00%	3.00%	3.00%	19.00%
041	HALIFAX	3.41%	5.00%	7.00%	3.00%	3.00%	21.41%
042	HANOVER	5.24%	5.00%	7.00%	4.00%	3.00%	24.24%
043	HENRICO	2.25%	5.06%	8.20%	4.80%	6.09%	26.40%
044	HENRY	5.00%	5.00%	7.00%	5.00%	3.50%	25.50%
045	HIGHLAND	2.47%	5.00%	7.00%	3.00%	3.00%	20.47%
046	ISLE OF WIGHT	2.50%	2.50%	7.00%	3.00%	4.00%	19.00%
047	JAMES CITY	4.00%	7.00%	7.00%	4.50%	3.00%	25.50%
048	KING GEORGE	5.00%	5.00%	7.00%	3.00%	3.00%	23.00%
049	KING QUEEN	4.00%	5.00%	7.00%	3.00%	3.00%	22.00%
050	KING WILLIAM	5.00%	5.00%	7.00%	3.00%	3.00%	23.00%
051	LANCASTER	3.00%	6.57%	7.00%	7.00%	3.00%	26.57%
052	LEE	5.00%	5.00%	7.00%	3.00%	3.00%	23.00%
053	LOUDOUN	6.00%	5.00%	7.90%	6.50%	6.50%	31.90%
054	LOUISA	3.42%	6.37%	6.37%	5.04%	4.37%	25.57%
055	LUNENBURG	5.00%	6.00%	7.00%	3.00%	5.90%	26.90%
056	MADISON	5.00%	5.00%	7.00%	3.00%	3.00%	23.00%
057	MATHEWS	1.00%	2.50%	4.50%	6.00%	3.33%	17.33%
058	MECKLENBURG	5.00%	5.00%	7.00%	4.00%	5.00%	26.00%
059	MIDDLESEX	3.80%	7.00%	7.00%	3.00%	3.00%	23.80%
060	MONTGOMERY	3.00%	5.00%	7.00%	5.00%	3.00%	23.00%
062	NELSON	5.00%	5.00%	7.00%	3.00%	3.00%	23.00%
063	NEW KENT	5.00%	5.00%	7.00%	3.00%	3.00%	23.00%
065	NORTHAMPTON	5.00%	5.50%	7.00%	5.00%	4.00%	26.50%
066	NORTHUMBERLAND	3.00%	5.00%	7.00%	3.00%	0.00%	18.00%

	Division Name	FY22	FY23	FY24	FY25	FY26	Total
067	NOTTOWAY	3.00%	5.00%	7.00%	3.00%	3.00%	21.00%
068	ORANGE	5.00%	5.00%	7.00%	3.60%	4.20%	24.80%
069	PAGE	6.54%	5.82%	5.00%	3.00%	3.00%	23.36%
070	PATRICK	5.00%	10.00%	7.00%	3.00%	3.00%	28.00%
071	PITTSYLVANIA	5.00%	7.00%	5.00%	5.00%	6.50%	28.50%
072	POWHATAN	5.00%	5.00%	7.00%	4.00%	3.00%	24.00%
073	PRINCE EDWARD	5.00%	5.50%	7.00%	3.00%	3.00%	23.50%
074	PRINCE GEORGE	5.50%	5.00%	6.00%	3.38%	5.00%	24.88%
075	PRINCE WILLIAM	5.00%	7.00%	7.00%	6.00%	6.90%	31.90%
077	PULASKI	5.00%	5.00%	5.41%	5.00%	3.00%	23.41%
078	RAPPAHANNOCK	5.00%	5.00%	7.00%	3.00%	3.00%	23.00%
079	RICHMOND	4.00%	8.00%	7.00%	5.10%	5.00%	29.10%
080	ROANOKE	3.50%	7.00%	8.00%	5.00%	4.60%	28.10%
081	ROCKBRIDGE	4.00%	5.00%	7.00%	4.00%	3.00%	23.00%
082	ROCKINGHAM	3.00%	5.00%	7.00%	3.00%	3.00%	21.00%
083	RUSSELL	5.00%	5.00%	7.00%	11.00%	3.50%	31.50%
084	SCOTT	0.00%	5.00%	7.00%	5.00%	3.00%	20.00%
085	SHENANDOAH	5.00%	5.00%	6.00%	3.10%	3.10%	22.20%
086	SMYTH	5.27%	5.00%	7.00%	10.50%	5.00%	32.77%
087	SOUTHAMPTON	5.00%	5.00%	7.00%	3.00%	3.00%	23.00%
088	SPOTSYLVANIA	5.00%	5.00%	7.00%	3.00%	6.00%	26.00%
089	STAFFORD	5.00%	5.00%	7.00%	5.00%	2.70%	24.70%
090	SURRY	5.00%	5.00%	7.00%	3.00%	4.45%	24.45%
091	SUSSEX	6.00%	5.00%	7.00%	3.00%	3.00%	24.00%
092	TAZEWELL	8.74%	9.73%	7.02%	3.28%	5.43%	34.20%
093	WARREN	7.40%	5.00%	7.00%	3.00%	3.00%	25.40%
094	WASHINGTON	3.00%	5.00%	7.00%	6.00%	4.00%	25.00%
095	WESTMORELAND	4.00%	10.00%	7.00%	5.50%	4.50%	31.00%
096	WISE	5.00%	5.00%	7.00%	3.00%	3.00%	23.00%
097	WYTHE	5.00%	5.00%	7.00%	3.00%	3.00%	23.00%
098	YORK	5.00%	6.00%	7.00%	5.50%	3.50%	27.00%
101	ALEXANDRIA	5.00%	5.12%	7.00%	4.50%	3.00%	24.62%
102	BRISTOL	3.90%	10.00%	5.00%	6.25%	4.35%	29.50%
103	BUENA VISTA	5.00%	5.00%	7.00%	5.00%	3.00%	25.00%
104	CHARLOTTESVILLE	5.00%	5.00%	7.00%	3.00%	5.00%	25.00%
106	COLONIAL HEIGHTS	5.00%	5.00%	10.60%	3.00%	4.00%	27.60%
108	DANVILLE	3.53%	5.00%	7.00%	3.00%	5.00%	23.53%
109	FALLS CHURCH	4.00%	7.61%	6.00%	6.00%	5.00%	28.61%
110	FREDERICKSBURG	5.00%	6.50%	7.00%	3.00%	5.00%	26.50%
111	GALAX	5.00%	5.00%	7.00%	3.00%	3.00%	23.00%
112	HAMPTON	5.00%	5.00%	7.00%	3.00%	5.00%	25.00%
113	HARRISONBURG	5.00%	5.00%	6.00%	3.00%	3.00%	22.00%
114	HOPEWELL	5.00%	5.00%	7.00%	3.00%	3.00%	23.00%
115	LYNCHBURG	3.50%	6.40%	7.00%	3.00%	3.00%	22.90%
116	MARTINSVILLE	5.00%	5.00%	7.00%	3.00%	3.00%	23.00%
117	NEWPORT NEWS	3.00%	5.00%	7.25%	4.00%	3.00%	22.25%
118	NORFOLK	6.10%	5.80%	6.91%	8.04%	4.50%	31.35%
119	NORTON	14.81%	8.00%	5.00%	3.00%	3.00%	33.81%
120	PETERSBURG	6.50%	5.00%	7.00%	3.00%	3.00%	24.50%
121	PORTSMOUTH	4.00%	5.00%	7.00%	7.00%	3.00%	26.00%
122	RADFORD	6.00%	5.50%	7.00%	7.00%	3.00%	28.50%
123	RICHMOND CITY	3.00%	5.00%	6.05%	10.01%	4.00%	28.06%
124	ROANOKE CITY	2.50%	15.90%	5.00%	3.50%	2.50%	29.40%
126	STAUNTON	5.00%	6.00%	6.00%	4.00%	4.00%	25.00%
127	SUFFOLK	3.83%	8.26%	7.34%	3.00%	5.50%	27.93%
128	VIRGINIA BEACH	5.00%	5.00%	8.00%	3.00%	4.00%	25.00%
130	WAYNESBORO	5.00%	7.50%	5.00%	4.00%	3.00%	24.50%
131	WILLIAMSBURG	4.00%	7.00%	7.00%	4.50%	3.00%	25.50%
132	WINCHESTER	5.00%	5.00%	7.00%	4.00%	4.50%	25.50%
134	FAIRFAX CITY	2.00%	6.68%	6.28%	4.00%	5.90%	24.86%
135	FRANKLIN CITY	5.00%	5.00%	5.00%	3.00%	3.00%	21.00%
136	CHESAPEAKE CITY	4.87%	11.10%	7.00%	4.20%	4.00%	31.17%
137	LEXINGTON	2.50%	5.00%	7.00%	3.00%	3.00%	20.50%
138	EMPORIA	3.00%	5.00%	5.00%	3.00%	3.00%	19.00%
139	SALEM	5.00%	5.00%	7.00%	4.00%	4.00%	25.00%
142	POQUOSON	5.00%	6.00%	7.00%	5.00%	3.00%	26.00%
143	MANASSAS CITY	4.50%	5.00%	8.00%	6.00%	6.70%	30.20%
144	MANASSAS PARK	3.69%	8.30%	6.00%	5.00%	5.00%	27.99%
202	COLONIAL BEACH	5.00%	5.00%	6.00%	4.00%	4.50%	24.50%
207	WEST POINT	2.00%	5.00%	7.00%	3.00%	3.00%	20.00%
	State Compensation Supplement	5.00%	5.00%	7.00%	3.00%	3.00%	23.00%