

2000 - 2001

Department of Education

Teacher Salary

Survey Results

SUMMARY

1999-2000

Increases in Classroom Teacher Salaries

| | | |
|---|-------------------|---------------------|
| 1998-99 Average Classroom Teacher Salary | \$37,527 | |
| | <u>Budgeted</u> * | <u>Estimated</u> ** |
| 1999-00 Average Classroom Teacher Salary*** | \$38,992 | \$38,690 |
| Average Percent Increase Over 1998-99 | 3.9% | 3.1% |

* Based on certification by division superintendents of the average salaries to be provided and the resulting increase.

**Based on actual disbursements for salaries divided by the actual number of FTE positions - subject to audit.

***Data for the Governor's Schools and the Regional Alternative Education Programs are not included in the average.

SUMMARY

2000-01

Increases in Classroom Teacher Salaries

| | |
|---|-------------------|
| 1999-00 Average Classroom Teacher Salary (Estimated) | \$38,690 ** |
| | <u>Budgeted</u> * |
| 2000-01 Average Classroom Teacher Salary*** | \$40,399 |
| Average Percent Increase Over 1999-00 | 4.4% |

* Based on certification by division superintendents of the average salaries to be provided and the resulting increase.

**Based on actual disbursements for salaries divided by the actual number of FTE positions - subject to audit.

***Data for the Governor's Schools and the Regional Alternative Education Programs are not included in the average.

**DEPARTMENT OF EDUCATION
2000 – 2001**

AVERAGE CLASSROOM TEACHER SALARY SURVEY

| LOCALITY | 1998-99 ACTUAL AVERAGE SALARY | 1999-00 ESTIMATED AVERAGE SALARY | 1998-99 to 1999-00 % INCREASE/ DECREASE | 2000-01 BUDGETED AVERAGE SALARY | 1999-00 to 2000-01 BUDGETED INCREASE/ DECREASE |
|------------------------|--|---|--|--|---|
| <u>COUNTIES</u> | | | | | |
| ACCOMACK | 32,425 | 34,561 | 6.6% | 36,166 | 4.6% |
| ALBEMARLE | 36,818 | 37,620 | 2.2% | 37,934 | 0.8% |
| ALLEGHANY HGLNDS | 32,620 | 35,999 | 10.4% | 35,696 | -0.8% |
| AMELIA | 32,391 | 34,365 | 6.1% | 35,368 | 2.9% |
| AMHERST | 32,595 | 32,253 | -1.0% | 33,409 | 3.6% |
| APPOMATTOX | 30,857 | 32,419 | 5.1% | 35,276 | 8.8% |
| ARLINGTON | 49,559 | 51,532 | 4.0% | 53,399 | 3.6% |
| AUGUSTA | 34,425 | 35,500 | 3.1% | 36,873 | 3.9% |
| BATH | 35,136 | 37,288 | 6.1% | 38,708 | 3.8% |
| BEDFORD | 29,661 | 31,605 | 6.6% | 33,299 | 5.4% |
| BLAND | 31,784 | 35,283 | 11.0% | 34,152 | -3.2% |
| BOTETOURT | 35,682 | 37,811 | 6.0% | 39,744 | 5.1% |
| BRUNSWICK | 29,723 | 29,803 | 0.3% | 33,077 | 11.0% |
| BUCHANAN | 30,010 | 32,708 | 9.0% | 33,040 | 1.0% |
| BUCKINGHAM | 31,877 | 33,076 | 3.8% | 34,778 | 5.1% |
| CAMPBELL | 32,474 | 33,014 | 1.7% | 34,368 | 4.1% |
| CAROLINE | 33,158 | 33,633 | 1.4% | 37,286 | 10.9% |
| CARROLL | 30,366 | 31,991 | 5.4% | 32,854 | 2.7% |

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|---------------------|--|---|--|--|---|
| CHARLES CITY COUNTY | 30,775 | 33,814 | 9.9% | 33,391 | -1.2% |
| CHARLOTTE | 32,981 | 33,739 | 2.3% | 33,910 | 0.5% |
| CHESTERFIELD | 35,245 | 37,735 | 7.1% | 38,936 | 3.2% |
| CLARKE | 33,096 | 35,325 | 6.7% | 36,015 | 2.0% |
| CRAIG | 32,681 | 35,140 | 7.5% | 34,189 | -2.7% |
| CULPEPER | 32,921 | 33,341 | 1.3% | 35,151 | 5.4% |
| CUMBERLAND | 32,171 | 29,383 | -8.7% | 30,248 | 2.9% |
| DICKENSON | 30,843 | 33,672 | 9.2% | 33,834 | 0.5% |
| DINWIDDIE | 32,107 | 32,459 | 1.1% | 36,222 | 11.6% |
| ESSEX | 35,687 | 36,525 | 2.3% | 36,337 | -0.5% |
| FAIRFAX | 46,081 | 46,922 | 1.8% | 48,639 | 3.7% |
| FAUQUIER | 39,030 | 41,643 | 6.7% | 42,900 | 3.0% |
| FLOYD | 31,848 | 34,001 | 6.8% | 35,200 | 3.5% |
| FLUVANNA | 32,623 | 33,557 | 2.9% | 35,988 | 7.2% |
| FRANKLIN | 32,904 | 34,820 | 5.8% | 36,767 | 5.6% |
| FREDERICK | 33,588 | 34,602 | 3.0% | 37,017 | 7.0% |
| GILES | 33,359 | 34,552 | 3.6% | 37,409 | 8.3% |
| GLOUCESTER | 32,932 | 33,682 | 2.3% | 35,466 | 5.3% |

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AVERAGE CLASSROOM TEACHER SALARY SURVEY

| LOCALITY | 1998-99 ACTUAL AVERAGE SALARY | 1999-00 ESTIMATED AVERAGE SALARY | 1998-99 to 1999-00 % INCREASE/ DECREASE | 2000-01 BUDGETED AVERAGE SALARY | 1999-00 to 2000-01 BUDGETED INCREASE/ DECREASE |
|-----------------|--|---|--|--|---|
| GOOCHLAND | 35,725 | 39,353 | 10.2% | 38,767 | -1.5% |
| GRAYSON | 31,058 | 32,064 | 3.2% | 34,295 | 7.0% |
| GREENE | 29,476 | 31,947 | 8.4% | 34,339 | 7.5% |
| GREENSVILLE | 31,130 | 32,951 | 5.8% | 35,354 | 7.3% |
| HALIFAX | 30,874 | 33,295 | 7.8% | 33,987 | 2.1% |
| HANOVER | 35,939 | 37,031 | 3.0% | 37,799 | 2.1% |
| HENRICO | 39,070 | 39,709 | 1.6% | 40,596 | 2.2% |
| HENRY | 31,966 | 33,528 | 4.9% | 34,051 | 1.6% |
| HIGHLAND | 27,100 | 27,978 | 3.2% | 29,201 | 4.4% |
| ISLE OF WIGHT | 35,955 | 37,967 | 5.6% | 39,481 | 4.0% |
| KING AND QUEEN | 31,728 | 34,931 | 10.1% | 36,324 | 4.0% |
| KING GEORGE | 32,929 | 33,222 | 0.9% | 36,651 | 10.3% |
| KING WILLIAM | 33,033 | 35,440 | 7.3% | 40,345 | 13.8% |
| LANCASTER | 33,064 | 33,432 | 1.1% | 35,089 | 5.0% |
| LEE | 32,888 | 34,328 | 4.4% | 35,097 | 2.2% |
| LOUDOUN | 40,698 | 42,808 | 5.2% | 45,580 | 6.5% |
| LOUISA | 30,818 | 32,629 | 5.9% | 35,503 | 8.8% |
| LUNENBURG | 32,083 | 35,252 | 9.9% | 37,501 | 6.4% |

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AVERAGE CLASSROOM TEACHER SALARY SURVEY

| LOCALITY | 1998-99 ACTUAL AVERAGE SALARY | 1999-00 ESTIMATED AVERAGE SALARY | 1998-99 to 1999-00 % INCREASE/ DECREASE | 2000-01 BUDGETED AVERAGE SALARY | 1999-00 to 2000-01 BUDGETED INCREASE/ DECREASE |
|-----------------|--|---|--|--|---|
| MADISON | 28,008 | 29,466 | 5.2% | 32,963 | 11.9% |
| MATHEWS | 33,518 | 30,821 | -8.0% | 31,713 | 2.9% |
| MECKLENBURG | 29,962 | 34,895 | 16.5% | 36,061 | 3.3% |
| MIDDLESEX | 29,417 | 31,051 | 5.6% | 32,416 | 4.4% |
| MONTGOMERY | 31,734 | 33,634 | 6.0% | 35,457 | 5.4% |
| NELSON | 33,025 | 33,758 | 2.2% | 34,886 | 3.3% |
| NEW KENT | 31,410 | 30,871 | -1.7% | 32,434 | 5.1% |
| NORTHAMPTON | 30,976 | 33,338 | 7.6% | 31,174 | -6.5% |
| NORTHUMBERLAND | 34,255 | 36,662 | 7.0% | 38,639 | 5.4% |
| NOTTOWAY | 32,449 | 32,654 | 0.6% | 34,014 | 4.2% |
| ORANGE | 36,747 | 39,309 | 7.0% | 39,439 | 0.3% |
| PAGE | 29,569 | 30,830 | 4.3% | 32,216 | 4.5% |
| PATRICK | 32,522 | 33,073 | 1.7% | 34,576 | 4.5% |
| PITTSYLVANIA | 33,300 | 34,598 | 3.9% | 35,879 | 3.7% |
| POWHATAN | 31,666 | 35,758 | 12.9% | 37,394 | 4.6% |
| PRINCE WILLIAM | 43,555 | 44,421 | 2.0% | 48,059 | 8.2% |
| PRINCE EDWARD | 30,443 | 30,957 | 1.7% | 32,890 | 6.2% |
| PRINCE GEORGE | 34,613 | 36,247 | 4.7% | 38,882 | 7.3% |

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AVERAGE CLASSROOM TEACHER SALARY SURVEY

| LOCALITY | 1998-99 ACTUAL AVERAGE SALARY | 1999-00 ESTIMATED AVERAGE SALARY | 1998-99 to 1999-00 % INCREASE/ DECREASE | 2000-01 BUDGETED AVERAGE SALARY | 1999-00 to 2000-01 BUDGETED INCREASE/ DECREASE |
|-----------------|--|---|--|--|---|
| PULASKI | 33,986 | 35,463 | 4.3% | 36,039 | 1.6% |
| RAPPAHANNOCK | 31,514 | 30,679 | -2.6% | 35,378 | 15.3% |
| RICHMOND | 31,920 | 34,425 | 7.8% | 38,266 | 11.2% |
| ROANOKE | 38,951 | 40,802 | 4.8% | 42,204 | 3.4% |
| ROCKBRIDGE | 31,404 | 32,204 | 2.5% | 33,821 | 5.0% |
| ROCKINGHAM | 32,208 | 32,585 | 1.2% | 34,963 | 7.3% |
| RUSSELL | 31,753 | 31,319 | -1.4% | 33,061 | 5.6% |
| SCOTT | 34,429 | 36,036 | 4.7% | 37,447 | 3.9% |
| SHENANDOAH | 32,139 | 34,443 | 7.2% | 36,601 | 6.3% |
| SMYTH | 34,311 | 35,801 | 4.3% | 36,821 | 2.8% |
| SOUTHAMPTON | 32,461 | 33,132 | 2.1% | 35,201 | 6.2% |
| SPOTSYLVANIA | 34,754 | 37,848 | 8.9% | 40,045 | 5.8% |
| STAFFORD | 36,227 | 37,461 | 3.4% | 41,751 | 11.5% |
| SURRY | 31,305 | 37,710 | 20.5% | 38,730 | 2.7% |
| SUSSEX | 34,994 | 35,239 | 0.7% | 36,179 | 2.7% |
| TAZEWELL | 34,258 | 36,205 | 5.7% | 37,341 | 3.1% |
| WARREN | 33,054 | 33,527 | 1.4% | 33,669 | 0.4% |
| WASHINGTON | 33,770 | 33,848 | 0.2% | 34,680 | 2.5% |
| WESTMORELAND | 30,831 | 32,421 | 5.2% | 32,211 | -0.6% |

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| LOCALITY | 1998-99 ACTUAL AVERAGE SALARY | 1999-00 ESTIMATED AVERAGE SALARY | 1998-99 to 1999-00 % INCREASE/ DECREASE | 2000-01 BUDGETED AVERAGE SALARY | 1999-00 to 2000-01 BUDGETED INCREASE/ DECREASE |
|-----------------------|--|---|--|--|---|
| WISE | 35,539 | 36,628 | 3.1% | 37,382 | 2.1% |
| WYTHE | 32,289 | 33,432 | 3.5% | 35,155 | 5.2% |
| YORK | 35,106 | 35,957 | 2.4% | 38,050 | 5.8% |
| CITIES | | | | | |
| ALEXANDRIA CITY | 46,055 | 48,404 | 5.1% | 49,619 | 2.5% |
| BRISTOL CITY | 36,074 | 37,100 | 2.8% | 38,202 | 3.0% |
| BUENA VISTA CITY | 33,878 | 35,652 | 5.2% | 37,140 | 4.2% |
| CHARLOTTESVILLE CITY | 36,431 | 38,582 | 5.9% | 41,084 | 6.5% |
| CHESAPEAKE CITY | 37,759 | 38,739 | 2.6% | 39,831 | 2.8% |
| COLONIAL HEIGHTS CITY | 40,522 | 41,794 | 3.1% | 45,412 | 8.7% |
| COVINGTON CITY | 40,118 | 39,893 | -0.6% | 42,565 | 6.7% |
| DANVILLE CITY | 35,297 | 35,221 | -0.2% | 37,194 | 5.6% |
| FALLS CHURCH CITY | 45,501 | 47,605 | 4.6% | 51,640 | 8.5% |
| FRANKLIN CITY | 34,479 | 35,755 | 3.7% | 36,572 | 2.3% |
| FREDERICKSBURG CITY | 36,805 | 39,822 | 8.2% | 41,980 | 5.4% |
| GALAX CITY | 33,331 | 34,436 | 3.3% | 34,394 | -0.1% |
| HAMPTON CITY | 34,803 | 34,858 | 0.2% | 37,264 | 6.9% |
| HARRISONBURG CITY | 34,635 | 35,123 | 1.4% | 37,566 | 7.0% |

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|---------------------|--|---|--|--|---|
| HOPEWELL CITY | 36,401 | 38,435 | 5.6% | 40,815 | 6.2% |
| LEXINGTON CITY | 29,912 | 33,200 | 11.0% | 34,694 | 4.5% |
| LYNCHBURG CITY | 33,830 | 31,762 | -6.1% | 33,880 | 6.7% |
| MANASSAS CITY | 39,734 | 41,196 | 3.7% | 45,191 | 9.7% |
| MANASSAS PARK CITY | 35,583 | 38,116 | 7.1% | 39,435 | 3.5% |
| MARTINSVILLE CITY | 33,237 | 34,379 | 3.4% | 34,797 | 1.2% |
| NEWPORT NEWS CITY | 35,748 | 35,110 | -1.8% | 36,753 | 4.7% |
| NORFOLK CITY | 39,488 | 36,742 | -7.0% | 37,663 | 2.5% |
| NORTON CITY | 34,961 | 36,349 | 4.0% | 35,194 | -3.2% |
| PETERSBURG CITY | 30,683 | 31,587 | 2.9% | 34,178 | 8.2% |
| POQUOSON CITY | 37,039 | 37,438 | 1.1% | 39,591 | 5.8% |
| PORTSMOUTH CITY | 36,453 | 36,201 | -0.7% | 36,599 | 1.1% |
| RADFORD CITY | 38,207 | 39,109 | 2.4% | 39,545 | 1.1% |
| RICHMOND CITY | 37,146 | 38,641 | 4.0% | 39,625 | 2.5% |
| ROANOKE CITY | 38,884 | 40,076 | 3.1% | 41,400 | 3.3% |
| SALEM CITY | 41,133 | 41,893 | 1.8% | 43,481 | 3.8% |
| STAUNTON CITY | 32,687 | 34,544 | 5.7% | 34,902 | 1.0% |
| SUFFOLK CITY | 33,984 | 34,747 | 2.2% | 36,961 | 6.4% |
| VIRGINIA BEACH CITY | 37,895 | 39,072 | 3.1% | 40,351 | 3.3% |

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| LOCALITY | 1998-99 ACTUAL AVERAGE SALARY | 1999-00 ESTIMATED AVERAGE SALARY | 1998-99 to 1999-00 % INCREASE/ DECREASE | 2000-01 BUDGETED AVERAGE SALARY | 1999-00 to 2000-01 BUDGETED INCREASE/ DECREASE |
|---------------------------|--|---|--|--|---|
| WAYNESBORO CITY | 35,086 | 37,194 | 6.0% | 39,019 | 4.9% |
| WILLIAMSBURG-JAMES CITY | 38,257 | 40,104 | 4.8% | 39,215 | -2.2% |
| WINCHESTER CITY | 37,944 | 40,277 | 6.1% | 42,614 | 5.8% |
| TOWNS | | | | | |
| COLONIAL BEACH | 32,533 | 31,095 | -4.4% | 36,329 | 16.8% |
| WEST POINT | 39,879 | 36,348 | -8.9% | 38,975 | 7.2% |
| REGIONAL CENTERS | | | | | |
| AMELIA-NOTTOWAY VOC.CTR. | 33,364 | 30,036 | -10.0% | 34,356 | 14.4% |
| CENTRAL VA REGIONAL PROGR | 31,507 | NO DATA SUBMITTED FOR THIS REPORT | | | |
| CHARLOTTSVLL-ALBEMRLE TEC | 36,855 | 34,605 | -6.1% | 38,108 | 10.1% |
| JACKSON RIVER TECH. CTR. | 32,472 | 30,196 | -7.0% | 33,584 | 11.2% |
| LAUREL REGIONAL | 44,120 | 41,614 | -5.7% | 44,261 | 6.4% |
| MASSANUTTEN TECH. CTR. | 40,999 | 48,113 | 17.4% | 43,815 | -8.9% |
| MIDDLE PENIN REG SP ED PR | 29,283 | 29,477 | 0.7% | 35,997 | 22.1% |
| | 23,186 | | | | |
| NEW HORIZONS TC-WOODSIDE | | 32,890 | 41.9% | 34,340 | 4.4% |
| NORTHERN NECK REGIONAL | 30,787 | 30,756 | -0.1% | 38,078 | 23.8% |

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|---|--|---|--|--|---|
| NORTHERN NECK VOC. CENTER | 28,684 | 35,551 | 23.9% | 34,129 | -4.0% |
| NORTHWESTERN REGIONAL EDU | 31,919 | 31,069 | -2.7% | 31,192 | 0.4% |
| PIEDMONT REGIONAL ED. | 32,105 | 31,654 | -1.4% | 33,011 | 4.3% |
| | 34,889 | 39,234 | | PROGRAM CLOSED IN | |
| PIEDMONT TECH ED CENTER | | | 12.5% | FY2001 | |
| PRUDEN CENTER FOR INDUS./ | 34,453 | 34,646 | 0.6% | 37,642 | 8.6% |
| ROANOKE VALLEY REGIONAL B | 35,859 | 38,017 | 6.0% | 40,627 | 6.9% |
| ROWANTY VOC. TECH. CTR. | 37,427 | 38,544 | 3.0% | 39,115 | 1.5% |
| SHENANDOAH VALLEY REG. | 30,279 | NO DATA SUBMITTED FOR THIS REPORT | | | |
| SOUTHEAST. COOP. ED. PRG. | 34,927 | 32,106 | -8.1% | 34,426 | 7.2% |
| VALLEY VOCATIONAL TECH. | 35,137 | 47,242 | 34.5% | 49,749 | 5.3% |
| State (LEA plus Regional Spec. Ed. & Voc. Ed.) | 37,527 | 38,690 | 3.1% | 40,399 | 4.4% |
| GOVERNOR'S SCHOOLS | | | | | |
| A. LINWOOD HOLTON GS | N/A | 39,243 | 100.0% | 40,420 | 3.0% |
| CENTRAL SHENANDOAH VALLEY | N/A | 35,054 | 100.0% | 36,456 | 4.0% |
| CENTRAL VA GS FOR SC&TECH | N/A | 38,712 | 100.0% | 41,199 | 6.4% |

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|---|--|---|--|--|---|
| CHESAPEAKE BAY GS/MARINE& GOVERNOR'S SCHOOL FOR THE ARTS | N/A | 35,267 | 100.0% | 36,671 | 4.0% |
| NEW HORIZONS REGIONAL ED | N/A | 40,875 | 100.0% | 44,048 | 7.8% |
| ROANOKE VAL GS FOR SC&TEC | N/A | 40,261 | 100.0% | 42,070 | 4.5% |
| SOUTHSIDE VA GS/GLOBAL-EC | N/A | 37,007 | 100.0% | 41,699 | 12.7% |
| SOUTHWEST VA GS/SC-MA-TEC | N/A | 38,134 | 100.0% | 38,897 | 2.0% |
| THOMAS JEFFESON GVS-FAIRFAX CO. | N/A | 62,190 | 100.0% | 65,305 | 5.0% |
| <u>REGIONAL ALTERNATIVE EDUCATION</u> | | | | | |
| CARROLL-GALAX-JOY RANCH | N/A | 33,718 | 100.0% | 34,894 | 3.5% |
| CROSSROADS ALT. PROGRAM | N/A | 35,685 | 100.0% | 36,067 | 1.1% |
| ENTERPRISE ACADEMY-N. N. CITY | N/A | 35,518 | 100.0% | 36,584 | 3.0% |
| ON THE RIGHT TRACK REG ALT | N/A | 26,640 | 100.0% | 28,499 | 7.0% |
| REGIONAL ALT. PLUS SELF PROJECT | N/A | 37,467 | 100.0% | 38,922 | 3.9% |
| SHENH VALLEY REG ALT. ED PROJ | N/A | 43,757 | 100.0% | 44,009 | 0.6% |
| REGIONAL LEARNING ACADEMY | N/A | 26,683 | 100.0% | 27,475 | 3.0% |
| RENAISSANCE-SCOTT COUNTY | N/A | 30,279 | 100.0% | 36,461 | 20.4% |
| TIDEWATER REGIONAL ALT. PROJECT RENEW | N/A | 34,358 | 100.0% | 34,847 | 1.4% |
| | N/A | 22,673 | 100.0% | 27,000 | 19.1% |

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| LOCALITY | 1998-99 ACTUAL AVERAGE SALARY | 1999-00 ESTIMATED AVERAGE SALARY | 1998-99 to 1999-00 % INCREASE/ DECREASE | 2000-01 BUDGETED AVERAGE SALARY | 1999-00 to 2000-01 BUDGETED INCREASE/ DECREASE |
|---|--|---|--|--|---|
| <u>Total State (LEA, Regional, Gov. Schools, & Alt. Ed.)</u> | 37,527 | 38,717 | 3.2% | 40,427 | 4.4% |

NOTE: Governor's Schools and Regional Alternative Education Programs began reporting salary survey data for 1999-2000.

HOW VIRGINIA COMPARES TO THE NATION

VIRGINIA AVERAGE CLASSROOM SALARIES VERSUS THE NATIONAL AVERAGE

| | Virginia Average (a) | Virginia Percentage Change Over Prior Year | National Average (b) | National Percentage Change Over Prior Year | National vs. Virginia Difference |
|---------------------|-------------------------|--|---|--|-------------------------------------|
| 1993-94 (Actual) | 33,144 | 2.7 | 35,756 | 2.1 | (2,612) |
| 1994-95 (Actual) | 33,987 | 2.5 | 36,802 | 2.9 | (2,815) |
| 1995-96 (Actual) | 34,792 | 2.4 | 37,560 | 2.1 | (2,768) |
| 1996-97 (Actual) | 35,536 | 2.1 | 38,554 | 2.6 | (3,018) |
| 1997-98 (Actual) | 36,428 | 2.5 | 39,477 | 2.4 | (3,049) |
| 1998-99 (Actual)* | 37,527 | 3.0 | 40,582 | 2.8 | (3,055) |
| 1999-00 (Estimate)* | 38,690 | 3.1 | 41,575 | 2.4 | (2,885) |
| 2000-01 (Estimate) | 40,197 ** | 4.0 | NATIONAL INFORMATION NOT AVAILABLE AT THIS TIME | | |

***Sources**

a.) Department of Education: 1998-99 Annual School Reports and 1999-00 Average Salary Survey.

Data for the Governor's Schools and the Regional Alternative Education Programs are not included in the average.

b.) NEA: Rankings of the States, 1993-2000

**Estimate reduced by 0.5% based on the average historical difference between budgeted and actual data.

IMPROVEMENT OF CLASSROOM TEACHER SALARIES IN 2000-01

| DIVISION | LOCAL ACTION TAKEN |
|------------------------|--|
| <u>COUNTIES</u> | |
| ACCOMACK | Provided a 2% salary step and a 2.7% cost of living increase. Increased employer contribution for health insurance. Revised salary scale. |
| ALBEMARLE | Provided a 4.25% salary scale adjustment plus a step for all teachers. Beginning step increased from \$26,532 to \$28,803. |
| ALLEGHANY-HIGHLANDS | Provided a 2% base increase plus a step increase, averaging a 3.65% salary increase. |
| AMELIA | Provided an overall average increase of 2.2% |
| AMHERST | Provided an average increase of 6.54% for all teachers. |
| APPOMATTOX | Budgeted an average increase of 5.7%. |
| ARLINGTON | Provided a 3.0% cost of living increase, plus a one step increase for the majority of teachers, averaging 5%. Effective January 1, 2001 will pay 2.5% of the VRS costs previously paid by the employee and enhance the beginning step of the teacher pay plan. |
| AUGUSTA | Provided an average increase of 4.2% on base salary. Masters supplement remained the same and coaching supplements were increased by 3.0%. |
| BATH | Provided a cost of living increase of 2.5% plus a step increase for experience (teachers received .75% up to 2.7% depending on experience). |
| BEDFORD | Provided a 3% increase. |
| BLAND | Provided a one-step increase for all classroom teachers, averaging an increase of 1.4%. |
| BOTETOURT | Provided a 3.5% increase to the indexed base salary. |

IMPROVEMENT OF CLASSROOM TEACHER SALARIES IN 2000-01

| DIVISION | LOCAL ACTION TAKEN |
|--------------|--|
| BRUNSWICK | Provided an overall average increase of 10% which includes a step and cost of living increase. |
| BUCHANAN | Provided a 3% salary increase and \$1,000 increase for Professional staff with 20 years experience. |
| BUCKINGHAM | Step increases were given in addition to the approximately 3.28% increase on the scale. |
| CAMPBELL | Provided a pay scale step increase of 5% for all teachers, an additional \$300 for each teacher moving a step and added a signing license bonus of \$500. |
| CAROLINE | Increased step one of the teachers' salary scale by 9%, step 2-13 were increased by 5%. Step increases were given to those teachers due to move up a step. The lowest increase was 5% and the highest was 17.9%. |
| CARROLL | Increased entry level salary by 11%; replaced fixed amount of Master's degree supplement with 8.7% of step level, and replaced fixed amount of Doctorate degree supplement with 14% step level Increased all supplement duties 5%. |
| CHARLES CITY | Increased teachers' salaries by 6%. |
| CHARLOTTE | Provided a 3% increase for all returning teachers. |
| CHESTERFIELD | Continues the two year coordinated pay plan. The plan includes a minimum % increase for teachers not at the top of the scale and 3% adjustment for teachers at the maximum of the range. |
| CLARKE | Provided an average 9% salary increase, adjusted salary scales to lessen time on a step, double Master's degree supplement to \$5,000. |
| CRAIG | Projected to give a 4% overall increase. |

IMPROVEMENT OF CLASSROOM TEACHER SALARIES IN 2000-01

| DIVISION | LOCAL ACTION TAKEN |
|------------|---|
| CULPEPER | Beginning teacher salary increased 8.9%. Provided a one step for all teachers which average a 3% increase and a cost of living adjustment to the salary scale ranging from 6% to 9.22%. |
| CUMBERLAND | Provided a 5% increase, and increased the employer's contribution for health insurance. |
| DICKENSON | Provided a \$600 salary increase, which average a 2.4% increase. |
| DINWIDDIE | Each ten-month teacher received a \$3,000 increase. Teachers on an eleven month contract received a \$3, 300 increase and twelve month teachers received a \$3,600 increase. |
| ESSEX | Provided a step increase in addition to a 3.5% increase within those steps. |
| FAIRFAX | Provided a 5% cost of living increase for all teachers and a one step increase averaging 2.6%. |
| FAUQUIER | Provided an overall 7.72% average salary increase. |
| FLOYD | Provided an increase of 2.47% to 10.17%, including step with the larger percentage going to teachers with the least experience. |
| FLUVANNA | Increased beginning teachers' salary to \$29,000. All other teachers received a step plus a 6% increase. |
| FRANKLIN | Continuing implementation of our 11 step salary scale for all teachers. |
| FREDERICK | Provided an average increase of 7.22%. |
| GILES | Implemented a new salary scale that gave an average increase of 8.2% with no teachers receiving less than an annual increase of \$1,500. |

IMPROVEMENT OF CLASSROOM TEACHER SALARIES IN 2000-01

| DIVISION | LOCAL ACTION TAKEN |
|---------------------|---|
| GLOUCESTER | Provided a 2.4% salary increase plus an average 3% step for instructional positions, averaging an overall increase of 5.4%. |
| GOOCHLAND | Provided a cost of living and step increase based on area market. |
| GRAYSON | Provided a 2.4% salary increase. |
| GREENE | The Green County School System is presently involved in a 5 year planning cycle to increase teacher salaries. At the end of 5 year planning cycle, the plan is to teacher salaries to be at or above the cumulative average of those school system in the area. |
| GREENSVILLE/EMPORIA | Raised the salary scale by an average of 7%. |
| HALIFAX | Provided an average increase of 2.4%. |
| HANOVER | Provided an average increase of 5.08%. |
| HENRICO | All teachers received the equivalent of a step increase of 2.372% and a wage adjustment of 1.628%, averaging an overall increase of 4.038%. |
| HENRY | Provided an average 6.9% salary increase. In addition, three steps were removed making it quicker for employee to reach the top of the scale. |
| HIGHLAND | Provided a 5% Salary increase. |
| ISLE OF WIGHT | Provided a 5% salary increase to teachers with a satisfactory or better evaluation. |
| KING GEORGE | Provided a salary increase of \$1,350 for all teachers. |
| KING & QUEEN | Provided an average increase of 5%. |

IMPROVEMENT OF CLASSROOM TEACHER SALARIES IN 2000-01

| DIVISION | LOCAL ACTION TAKEN |
|--------------|---|
| KING WILLIAM | Increased salary scale and adjusted the top of the scale allowing teachers to reach the maximum with 28 years of experience rather than 31. The average increase was 5%. No teacher received less than 4.84%. |
| LANCASTER | Provided an average increase of 4%. |
| LEE | Provided a salary step increase, averaging 2.7%. |
| LOUDOUN | Provided a 3% step increase and 7.2% to the teacher's salary scale. |
| LOUISA | Restructured the salary scale. The beginning salary was increased an average of 6.61%. The new scale has 3.25% between steps. Teachers were transition into the new scale with increases ranging from 5.23% to 8.78%. |
| LUNENBURG | Increased each step of teacher salary scale by \$2,000. |
| MADISON | Provided a cost of living increase and/or step increase. No percentage is available at this time. |
| MATHEWS | Provided a 3% cost of living increase on the salary scale with a one step increase for all teachers, averaging a 4% increase. |
| MECKLENBURG | Teachers received the final portion of a phase-in to a revised salary scale plus one step (2.5%) on the scale plus a 3% increase. |
| MIDDLESEX | Provided an average 4% salary increase. |
| MONTGOMERY | Provided a one step salary increase, averaging 5%. |
| NELSON | The Nelson County School Board added a 4% cost of living increase to the salary scale and gave a step increase. The stipend for Masters' Degree Supplements was increase from \$1,488 to \$1,750 per year. |

IMPROVEMENT OF CLASSROOM TEACHER SALARIES IN 2000-01

| DIVISION | LOCAL ACTION TAKEN |
|----------------|---|
| NEW KENT | Provided a 5.33% cost of living plus a one step increase, averaging a 7% increase. |
| NORTHAMPTON | Provided a 5% increase. |
| NORTHUMBERLAND | Provided a 4% increase plus a step increase. |
| NOTTOWAY | Provided a one step increase for all teachers, averaging \$1,500. Increased health care benefits by \$250. Overall increase of 6.07%. |
| ORANGE | Increased the first step on the teacher pay scale, averaging 5.98%. |
| PAGE | Increased the average salary steps by 5%. The steps in the middle of the scale, steps 10 through 23, were given an additional 1% increase. |
| PATRICK | Increased base step on teacher salary scale by 3%, plus a step increase which range 1% to 7%. Overall individual increase ranged from 4% to 10%. |
| PITTSYLVANIA | Provided an average 6% salary increase. |
| POWHATAN | If resources permit, the school division will provide a salary step increase in the range of 4-6%. |
| PRINCE EDWARD | Budgeted a 6.56% average salary increase for all teachers. |
| PRINCE GEORGE | Provided a 2% cost of living adjustment and a two step increase, averaging increase of 7%. |
| PRINCE WILLIAM | Provided a one step increase averaging 2.6% for those teachers that are not at top of the pay scale. Provided a 3.75% cost of living adjustment for all classroom teachers. |
| PULASKI | Increased teacher salary scale by an average of 6%. Supplement schedule increased by an average of 3%. |

IMPROVEMENT OF CLASSROOM TEACHER SALARIES IN 2000-01

| DIVISION | LOCAL ACTION TAKEN |
|--------------|--|
| RAPPAHANNOCK | Increased teacher salaries by 7.4% plus a step, which averaged 1.5%. |
| RICHMOND | Provided a 4% increase plus a step increase. |
| ROANOKE | Provided a 4% increase for all instructional personnel. Signing bonuses were implemented for the first time of \$1,000 for all new teachers. Beginning teachers salary was raised to \$30,000. |
| ROCKBRIDGE | Increased teacher salary scale by steps which resulted in an average of 9%. |
| ROCKINGHAM | Provided teachers an average of 5.5% salary increase. This increase included a cost of living and a salary step. |
| RUSSELL | Provided a step increase plus \$750. |
| SCOTT | Provided a 3% raise plus step for those not at the top of the scale; added a 24th step to the scale with step amounting to \$500, averaging a 3.8% increase. |
| SHENANDOAH | Provided an overall 6% increase. Increased supplements for Master's and Doctorate degrees from \$2,100 to \$3,000 each. |
| SMYTH | Provided a 2.4% increase effective for the second of half of the contract year. |
| SOUTHAMPTON | Provided a minimum salary increase of 4% for all teachers and a 4% cost of living increase for those teachers at the top of the salary scale. |
| SPOTSYLVANIA | Revised salary scale. Beginning steps were increased. Provided an overall increase of 6%. |
| STAFFORD | Provided a one step increase for all classroom teachers, averaging 14%. |

IMPROVEMENT OF CLASSROOM TEACHER SALARIES IN 2000-01

| DIVISION | LOCAL ACTION TAKEN |
|----------------------|--|
| SURRY | Will continue to pay employees' share of retirement and term life insurance and will continue to try to improve salary increase percentage by at least 3%. |
| SUSSEX | Provided a 4% salary increase plus a step which averaged 1.5%. |
| TAZEWELL | Classroom teachers' salaries were increased by 1.68%, except those at top of the pay scale, they were increase by 17.47% and 21.10%. |
| WARREN | Provided a 4% increase in teacher salaries. Increase the employer's share of health insurance. |
| WASHINGTON | Increased salary scale by 2.4%. Teachers on scale received 2.4% plus a step. Increased employer share of health insurance payments by 13%. |
| WESTMORELAND | Provided a 3.25% salary increase with the exception of teachers at step 24, they received a 1.22% increase. |
| WISE | Provided an average 3% increase. |
| WYTHE | Provided a 4% increase for all classroom teachers. |
| YORK | Provided a step increase on the salary scale which averaged 1.5%. Provided a cost of living increase of 2% plus \$1,450 which averaged 5.4%. Provided a total overall average increase of 6.9%. |
| <u>CITIES</u> | |
| ALEXANDRIA | Provided a salary step increase, a 2.5% cost of living increase and the employer's share of health insurance was increased by 5%. |
| BRISTOL | It is expected that the System will provide a cost of living increase. The System also used a step scale for teachers. In addition, the System is evaluating a revision to the overall teacher scale. Outcome is unknown at this time. |

IMPROVEMENT OF CLASSROOM TEACHER SALARIES IN 2000-01

| DIVISION | LOCAL ACTION TAKEN |
|------------------|---|
| BUENA VISTA | Provided a 3% plus step salary increase. For those at the top of the scale, a 1% increase was added to the index at the top of the salary scale. |
| CHARLOTTESVILLE | Teacher salary increases will range from 4.61% to 12.37% with an average increase of 6.26%. Degree supplements will increase to \$2,000 year for 200 day teachers with Masters degree, \$3,000 a year for Masters plus 30 hours, and \$4,000 for a Doctorate. |
| CHESAPEAKE | An average 5.6% salary increase was budgeted for all returning teachers. The final average salary may be less due to turnover. |
| COLONIAL HEIGHTS | Provided a 4% cost of living plus step. Provided a 20% increase in medical insurance benefits. |
| COVINGTON | Provided a 5% salary increase for teacher on the salary scale. Those teachers off the scale with 21-plus years of service received an increase of 3%. |
| DANVILLE | Provided an average increase of 6%. |
| FALLS CHURCH | Provided a step increase which averaged 2.5% and a 4.1% cost of living increase. |
| FRANKLIN CITY | Provided a 2.5% increase for all teachers. |
| FREDERICKSBURG | Provided a step increase for all teachers, averaging 5%. |
| GALAX | Provided an average 5% salary increase. |
| HAMPTON | Provided an average 6% salary increase. |
| HARRISONBURG | Provided all classroom teachers an average 6.26% increase. |
| HOPEWELL | Provided a 2.4% cost of living and an average 2.5% step increase. |

IMPROVEMENT OF CLASSROOM TEACHER SALARIES IN 2000-01

| DIVISION | LOCAL ACTION TAKEN |
|---------------|---|
| LEXINGTON | Provided a 3% step increase plus a 1.5% merit increase for all teachers. |
| LYNCHBURG | Provided a 5% increase for teachers with 1-12 years of experience and a 7% increase for teachers with 13 or more years of experience. |
| MANASSAS | Provided an average salary increase of 6.35%. |
| MANASSAS PARK | Provided a step increase of 3.25% plus a cost of living increase of 2.75%. |
| MARTINSVILLE | An average of 2.4% increase will be given effective December 2000. |
| NEWPORT NEWS | Provided an average salary increase of 4.25%. |
| NORFOLK | Provided an average salary increase of 5.5%. |
| NORTON | Provided an average salary increase of 2.5%. |
| PETERSBURG | Provided an average 5% increase effective July 1, 2000. |
| POQUOSON | Provided a 4% cost of living increase. |
| PORTSMOUTH | Provided a 4% salary increase and an additional 1% salary increase for teachers with more than 16 years of service. |
| RADFORD | Increased teacher salaries by 2.4% at each step on the salary scale. |
| RICHMOND CITY | Increased base teacher salary to \$30,600 beginning July 1, 2000. Will provide mid-year step increase of 3% to eligible employees. |

IMPROVEMENT OF CLASSROOM TEACHER SALARIES IN 2000-01

| DIVISION | LOCAL ACTION TAKEN |
|--------------------------------|---|
| ROANOKE CITY | Increased the teacher salary scale by 1.5% to maintain the competitiveness of the salary scale, fund tier raises averaging 1.16% for all teachers eligible for such a raise based on satisfactory evaluation, and added a tier raise of 6% for teachers with a Masters degree at year 26 of the salary scale, to provide an average teacher of raise of 3.3%. |
| SALEM | Provided a 4% average salary increase for all teachers. |
| STAUNTON | Provided a one step and a 2% cost of living adjustment, plus one additional step toward parity. Overall, employees will receive an average 3.9% increase. |
| SUFFOLK | Provided a one step increase, averaging 1.75%. Provided a 5.25% cost of living increase, resulting in an average increase of 7%. |
| VIRGINIA BEACH | All eligible teachers received a one-step increase at the beginning of their contract, averaging 3%. |
| WAYNESBORO | Provided an increase of 2.38% with the exception of step one, the increase was 2%. |
| WMSBURG/J.CITY | Provided an average 6% salary increase. |
| WINCHESTER | Provided an average 6% increase. A tuition policy for teachers seeking a Master's degree was established to pay for three courses per calendar year at a maximum \$500 per course or \$4,500 over 3 years. |
| COLONIAL BEACH | Provided a 2.5% overall increase, plus adjusted the salary scale. |
| WEST POINT | Provided a one step salary increase for all classroom teachers, averaging 4.5%. |
| <u>REGIONAL CENTERS</u> | |
| AMELIA-NOTTOWAY | Provided an average increase of 4.77% and increased insurance contribution by \$300 per year. |

IMPROVEMENT OF CLASSROOM TEACHER SALARIES IN 2000-01

| DIVISION | LOCAL ACTION TAKEN |
|------------------------------|---|
| CENTRAL VA REGIONAL PROG. | NO REPORT SUBMITTED |
| CHARL'VLE-ALBEMARLE TECH | Provided a 4.25% salary scale adjustment plus a step for all teachers. Beginning step increased from \$26,532 to \$28,803. |
| JACKSON RIVER TECH CTR. | Provided a one step increase, averaging 3%. |
| LAUREL | Provided a 5% increase to teachers with 1-12 years and 7% increase for teachers with 13 or more years of experience. |
| MASSANUTTEN | Provided a 5% salary increase. |
| MIDDDDLE PENINSULA REG | Provided a 2.4% salary increase plus an average 3% step for instructional positions, averaging an overall increase of 5.4%. |
| NEW HORIZONS | Provided a 4% salary increase and increased employer's share of health insurance. |
| NORTHERN NECK REGIONAL | Provided a 3% plus a step increase. |
| NORTHERN NECK VOC. TECH | Provided a 4% cost of living increase. |
| NORTHWESTERN REG. | Provided a 6% average increase. |
| PIEDMONT REGIONAL ED. | Provided a 5% increase which includes a step increase. |
| PIEDMONT TECH. ED. CENTER | Vocational classes no longer in operation. |
| P.D. PRUDEN FOR INDUS. | Provided a step increase averaging 1.75% plus a 5.25% cost of living increase, resulting in an average increase of 7%. |

IMPROVEMENT OF CLASSROOM TEACHER SALARIES IN 2000-01

| DIVISION | LOCAL ACTION TAKEN |
|----------------------------------|--|
| ROANOKE VALLEY REG | Provided a 4% increase for all instructional personnel. Signing bonuses were implemented for the first time of \$1,000 for all new teachers. Beginning teachers salary was raised to \$30,000. |
| ROWANTY | Provided a 7.67% cost of living increase. |
| SHENANDOAH VALLEY REG. | NO REPORT SUBMITTED |
| SOUTHEAST COOP. ED. PRG. | Provided an average salary increase of 5.5%. |
| VALLEY VOCATIONAL TECH. | Provided an average increase of 4.2% to base salary. |
| <u>GOVERNOR'S SCHOOLS</u> | |
| A. LINWOOD HOLTON GOV. | Will do everything possible to achieve at least the mandated raise, if there was one, and to at least give a 3% raise annually. |
| CENTRAL SHEN. VALLEY GOV. | Provided an average increase of 4.2% on their base salary. Masters supplement remained the same and coaching supplements were increased by 3.0%. |
| CENTRAL VA. GS FOR SC & TECH | Provided a 5% increase for teachers with 1-12 years of experience and a 7% increase for teachers with 13 or more years of experience. |
| CHESAPEAKE BAY GOV. SCHOOL | Provided a step increase in addition to a 3.5% increase within those steps. |
| GOVERNOR'S FOR THE ARTS | Provided a 4% cost of living increase. |
| NEW HORIZONS REGIONAL GOV | Provided an average 4% salary increase, pay for one-half cost of increase medical premium, continued payment of entire cost of single dental coverage. |

IMPROVEMENT OF CLASSROOM TEACHER SALARIES IN 2000-01

| DIVISION | LOCAL ACTION TAKEN |
|--|--|
| ROANOKE VAL. GS FOR SC&TECH | Increased the teacher salary scale by 1.5% to maintain the competitiveness of the salary scale, fund tier raises averaging 1.16% for all eligible teachers based on a satisfactory evaluation, and add a tier raise (6%) for teachers with a Masters degree at year 26 of the salary scale, averaging a 3.3% increase overall. |
| SOUTHSIDE VA. GS/GLOBAL-EC | Proposed a cost of living and salary step increases. |
| SOUTHWEST VA GS/SC-MA-TECH | Provided a 2% cost of living increase. |
| THOMAS JEFFERSON - FAIRFAX | Provided a 5% cost of living increase for all teachers and a step increase, averaging 2.6%. |
| <u>REGIONAL ALTERNATIVE EDUCATON PROGRAMS</u> | |
| CARROLL-GALAX JOY RANCH | Increased entry level salary by 11%. Replaced fixed amount of Master's degree supplement with 6.7% of step level. Replaced fixed amount of Doctorate degree supplement with 14% of step level. Increased all supplement duties 5%. |
| CROSSROADS ALT. PRG | It is expected that the System will provide a cost of living increase. The System is evaluating a revision to the overall teacher scale. The outcome is unknown at this time. |
| ENTERPRISE ACADEMY-N.N. CITY | Provided an average salary increase of 4.25%. |
| ON THE RIGHT TRACK REG. ALT. | All teachers moved up one step. Each step increased approximately \$1,500. Health care benefit increased by \$250. Estimated overall average salary increase of 6.07%. |
| REG. ALT. PLUS SELF PROJECT | Provided an average salary increase of 3.3%. |

IMPROVEMENT OF CLASSROOM TEACHER SALARIES IN 2000-01

| DIVISION | LOCAL ACTION TAKEN |
|------------------------------|--|
| RENAISSANCE-SCOTT | Provided a 3% raise plus step for those not at the top of the scale; added a 24th step to the scale with step amounting to \$500, averaging a 3.8% increase. |
| SHEN-VALLEY REG ALT. ED. | Provided an overall increase of 3.9%. |
| REGIONAL LEARNING ACADEMY | Provided an average 3% increase. |
| TIDEWATER REG. ALT. ED. | Provided an average salary increase of 5.5%. |
| PROJECT RENEW | Provided an average 5% salary increase. |

SUMMARY

2000-01

Increases in Principal Salaries

| | |
|--|------------------------|
| Actual 1998-99 Average Principal Salary | \$65,017 |
| *Estimated 1999-00 Average Principal Salary | 67,443 *** 3.7% |
| **Budgeted 2000-01 Average Principal Salary | 70,305 *** 4.2% |

* Based on actual disbursements for salaries divided by the actual number of FTE positions - subject to audit.

**Based on certification by division superintendents of the average salaries to be provided and the resulting increase.

***Data for the Governor's Schools and the Regional Alternative Education Programs are not included in the average.

**DEPARTMENT OF EDUCATION
2000 - 2001**

AVERAGE PRINCIPAL SALARY SURVEY

| | 1998-99 ACTUAL AVERAGE SALARY | 1999-00 ESTIMATED AVERAGE SALARY | 1998-99 to 1999-00 % INCREASE/ DECREASE | 2000-01 BUDGETED AVERAGE SALARY | 1999-00 to 2000-01 BUDGETED INCREASE/ DECREASE |
|------------------------|--|---|--|--|---|
| <u>COUNTIES</u> | | | | | |
| ACCOMACK | 55,954 | 58,466 | 4.5% | 59,729 | 2.2% |
| ALBEMARLE | 65,456 | 65,818 | 0.6% | 69,564 | 5.7% |
| ALLEGHANY HGLNDS | 51,563 | 52,550 | 1.9% | 54,538 | 3.8% |
| AMELIA | 71,088 | 74,286 | 4.5% | 75,772 | 2.0% |
| AMHERST | 56,988 | 56,867 | -0.2% | 59,327 | 4.3% |
| APPOMATTOX | 53,087 | 54,812 | 3.2% | 57,551 | 5.0% |
| ARLINGTON | 84,900 | 86,446 | 1.8% | 90,026 | 4.1% |
| AUGUSTA | 57,887 | 59,339 | 2.5% | 61,576 | 3.8% |
| BATH | 50,273 | 53,845 | 7.1% | 56,166 | 4.3% |
| BEDFORD | 51,945 | 56,770 | 9.3% | 57,649 | 1.5% |
| BLAND | 55,075 | 57,258 | 4.0% | 56,145 | -1.9% |
| BOTETOURT | 58,361 | 61,122 | 4.7% | 63,496 | 3.9% |
| BRUNSWICK | 46,262 | 51,631 | 11.6% | 56,529 | 9.5% |
| BUCHANAN | 47,435 | 54,520 | 14.9% | 52,999 | -2.8% |
| BUCKINGHAM | 48,266 | 50,031 | 3.7% | 52,368 | 4.7% |
| CAMPBELL | 62,939 | 62,853 | -0.1% | 65,996 | 5.0% |
| CAROLINE | 59,366 | 61,594 | 3.8% | 63,501 | 3.1% |

**DEPARTMENT OF EDUCATION
2000 - 2001**

AVERAGE PRINCIPAL SALARY SURVEY

| | 1998-99 ACTUAL AVERAGE SALARY | 1999-00 ESTIMATED AVERAGE SALARY | 1998-99 to 1999-00 % INCREASE/ DECREASE | 2000-01 BUDGETED AVERAGE SALARY | 1999-00 to 2000-01 BUDGETED INCREASE/ DECREASE |
|---------------------|--|---|--|--|---|
| CARROLL | 54,618 | 54,778 | 0.3% | 58,295 | 6.4% |
| CHARLES CITY COUNTY | 57,069 | 61,131 | 7.1% | 65,861 | 7.7% |
| CHARLOTTE | 51,670 | 54,214 | 4.9% | 55,928 | 3.2% |
| CHESTERFIELD | 67,702 | 71,015 | 4.9% | 74,806 | 5.3% |
| CLARKE | 61,163 | 65,222 | 6.6% | 70,517 | 8.1% |
| CRAIG | 52,375 | 55,977 | 6.9% | 55,500 | -0.9% |
| CULPEPER | 51,858 | 56,918 | 9.8% | 66,037 | 16.0% |
| CUMBERLAND | 52,034 | 54,936 | 5.6% | 55,472 | 1.0% |
| DICKENSON | 48,569 | 53,678 | 10.5% | 52,974 | -1.3% |
| DINWIDDIE | 57,373 | 60,242 | 5.0% | 63,254 | 5.0% |
| ESSEX | 56,207 | 58,719 | 4.5% | 60,732 | 3.4% |
| FAIRFAX | 83,348 | 85,565 | 2.7% | 92,266 | 7.8% |
| FAUQUIER | 65,910 | 71,368 | 8.3% | 72,703 | 1.9% |
| FLOYD | 51,572 | 54,808 | 6.3% | 58,515 | 6.8% |
| FLUVANNA | 56,693 | 55,938 | -1.3% | 61,693 | 10.3% |
| FRANKLIN | 51,306 | 54,019 | 5.3% | 56,188 | 4.0% |
| FREDERICK | 63,733 | 65,347 | 2.5% | 69,841 | 6.9% |
| GILES | 57,796 | 60,538 | 4.7% | 64,812 | 7.1% |
| GLOUCESTER | 57,623 | 60,436 | 4.9% | 65,061 | 7.7% |

**DEPARTMENT OF EDUCATION
2000 - 2001**

AVERAGE PRINCIPAL SALARY SURVEY

| | 1998-99 ACTUAL AVERAGE SALARY | 1999-00 ESTIMATED AVERAGE SALARY | 1998-99 to 1999-00 % INCREASE/ DECREASE | 2000-01 BUDGETED AVERAGE SALARY | 1999-00 to 2000-01 BUDGETED INCREASE/ DECREASE |
|----------------|--|---|--|--|---|
| GOOCHLAND | 60,894 | 64,597 | 6.1% | 67,382 | 4.3% |
| GRAYSON | 49,573 | 48,077 | -3.0% | 50,417 | 4.9% |
| GREENE | 51,943 | 53,705 | 3.4% | 56,844 | 5.8% |
| GREENSVILLE | 48,919 | 52,969 | 8.3% | 56,974 | 7.6% |
| HALIFAX | 49,759 | 52,910 | 6.3% | 53,676 | 1.4% |
| HANOVER | 66,610 | 68,252 | 2.5% | 71,223 | 4.4% |
| HENRICO | 74,415 | 76,466 | 2.8% | 77,739 | 1.7% |
| HENRY | 56,751 | 57,968 | 2.1% | 58,325 | 0.6% |
| HIGHLAND | 46,697 | 48,565 | 4.0% | 49,779 | 2.5% |
| ISLE OF WIGHT | 59,430 | 62,775 | 5.6% | 65,675 | 4.6% |
| KING AND QUEEN | 59,243 | 59,882 | 1.1% | 61,080 | 2.0% |
| KING GEORGE | 60,003 | 61,484 | 2.5% | 64,769 | 5.3% |
| KING WILLIAM | 64,175 | 63,768 | -0.6% | 66,182 | 3.8% |
| LANCASTER | 55,407 | 58,897 | 6.3% | 61,218 | 3.9% |
| LEE | 49,527 | 50,407 | 1.8% | 49,925 | -1.0% |
| LOUDOUN | 80,012 | 82,323 | 2.9% | 85,107 | 3.4% |
| LOUISA | 60,743 | 62,242 | 2.5% | 66,294 | 6.5% |
| LUNENBURG | 51,278 | 54,595 | 6.5% | 55,345 | 1.4% |
| MADISON | 53,686 | 53,057 | -1.2% | 59,441 | 12.0% |

**DEPARTMENT OF EDUCATION
2000 - 2001**

AVERAGE PRINCIPAL SALARY SURVEY

| | 1998-99 ACTUAL AVERAGE SALARY | 1999-00 ESTIMATED AVERAGE SALARY | 1998-99 to 1999-00 % INCREASE/ DECREASE | 2000-01 BUDGETED AVERAGE SALARY | 1999-00 to 2000-01 BUDGETED INCREASE/ DECREASE |
|----------------|--|---|--|--|---|
| MATHEWS | 49,667 | 52,150 | 5.0% | 54,236 | 4.0% |
| MECKLENBURG | 50,417 | 54,758 | 8.6% | 58,040 | 6.0% |
| MIDDLESEX | 49,567 | 50,145 | 1.2% | 52,334 | 4.4% |
| MONTGOMERY | 61,065 | 63,825 | 4.5% | 61,843 | -3.1% |
| NELSON | 54,339 | 57,119 | 5.1% | 59,824 | 4.7% |
| NEW KENT | 58,997 | 62,818 | 6.5% | 65,557 | 4.4% |
| NORTHAMPTON | 54,393 | 57,089 | 5.0% | 59,747 | 4.7% |
| NORTHUMBERLAND | 55,348 | 61,504 | 11.1% | 63,051 | 2.5% |
| NOTTOWAY | 56,413 | 59,369 | 5.2% | 60,083 | 1.2% |
| ORANGE | 57,189 | 59,907 | 4.8% | 59,546 | -0.6% |
| PAGE | 48,282 | 50,285 | 4.1% | 52,296 | 4.0% |
| PATRICK | 47,278 | 49,287 | 4.2% | 51,765 | 5.0% |
| PITTSYLVANIA | 52,122 | 59,194 | 13.6% | 63,252 | 6.9% |
| POWHATAN | 59,084 | 55,961 | -5.3% | 63,046 | 12.7% |
| PRINCE EDWARD | 51,937 | 54,736 | 5.4% | 53,157 | -2.9% |
| PRINCE GEORGE | 62,162 | 63,837 | 2.7% | 65,233 | 2.2% |
| PRINCE WILLIAM | 70,775 | 75,940 | 7.3% | 76,356 | 0.5% |
| PULASKI | 53,353 | 56,336 | 5.6% | 57,895 | 2.8% |
| RAPPAHANNOCK | 57,793 | 60,721 | 5.1% | 64,559 | 6.3% |

**DEPARTMENT OF EDUCATION
2000 - 2001**

AVERAGE PRINCIPAL SALARY SURVEY

| | 1998-99 ACTUAL AVERAGE SALARY | 1999-00 ESTIMATED AVERAGE SALARY | 1998-99 to 1999-00 % INCREASE/ DECREASE | 2000-01 BUDGETED AVERAGE SALARY | 1999-00 to 2000-01 BUDGETED INCREASE/ DECREASE |
|--------------|--|---|--|--|---|
| RICHMOND | 53,946 | 57,968 | 7.5% | 60,868 | 5.0% |
| ROANOKE | 62,692 | 61,716 | -1.6% | 63,848 | 3.5% |
| ROCKBRIDGE | 52,276 | 54,424 | 4.1% | 58,625 | 7.7% |
| ROCKINGHAM | 61,493 | 60,302 | -1.9% | 63,445 | 5.2% |
| RUSSELL | 49,702 | 55,123 | 10.9% | 56,327 | 2.2% |
| SCOTT | 48,228 | 54,182 | 12.3% | 55,903 | 3.2% |
| SHENANDOAH | 58,892 | 59,099 | 0.4% | 62,087 | 5.1% |
| SMYTH | 51,095 | 54,510 | 6.7% | 56,767 | 4.1% |
| SOUTHAMPTON | 50,920 | 49,032 | -3.7% | 55,510 | 13.2% |
| SPOTSYLVANIA | 64,937 | 70,502 | 8.6% | 73,630 | 4.4% |
| STAFFORD | 70,412 | 73,555 | 4.5% | 76,595 | 4.1% |
| SURRY | 57,491 | 57,614 | 0.2% | 62,720 | 8.9% |
| SUSSEX | 60,358 | 63,731 | 5.6% | 66,031 | 3.6% |
| TAZEWELL | 58,036 | 60,754 | 4.7% | 60,807 | 0.1% |
| WARREN | 54,999 | 59,535 | 8.2% | 56,282 | -5.5% |
| WASHINGTON | 57,811 | 60,041 | 3.9% | 60,936 | 1.5% |
| WESTMORELAND | 50,971 | 49,545 | -2.8% | 49,927 | 0.8% |
| WISE | 60,443 | 62,333 | 3.1% | 64,219 | 3.0% |
| WYTHE | 53,505 | 57,533 | 7.5% | 58,492 | 1.7% |

**DEPARTMENT OF EDUCATION
2000 - 2001**

AVERAGE PRINCIPAL SALARY SURVEY

| | 1998-99 ACTUAL AVERAGE SALARY | 1999-00 ESTIMATED AVERAGE SALARY | 1998-99 to 1999-00 % INCREASE/ DECREASE | 2000-01 BUDGETED AVERAGE SALARY | 1999-00 to 2000-01 BUDGETED INCREASE/ DECREASE |
|-----------------------|--|---|--|--|---|
| YORK | 69,304 | 69,794 | 0.7% | 74,478 | 6.7% |
| <u>CITIES</u> | | | | | |
| ALEXANDRIA CITY | 81,131 | 85,889 | 5.9% | 86,391 | 0.6% |
| BRISTOL CITY | 53,786 | 56,600 | 5.2% | 58,354 | 3.1% |
| BUENA VISTA CITY | 54,473 | 57,446 | 5.5% | 59,296 | 3.2% |
| CHARLOTTESVILLE CITY | 68,477 | 69,586 | 1.6% | 73,977 | 6.3% |
| CHESAPEAKE CITY | 65,985 | 67,828 | 2.8% | 71,554 | 5.5% |
| COLONIAL HEIGHTS CITY | 70,994 | 75,309 | 6.1% | 75,869 | 0.7% |
| COVINGTON CITY | 56,609 | 57,236 | 1.1% | 57,724 | 0.9% |
| DANVILLE CITY | 60,822 | 63,248 | 4.0% | 64,850 | 2.5% |
| FALLS CHURCH CITY | 82,410 | 83,240 | 1.0% | 87,621 | 5.3% |
| FRANKLIN CITY | 61,558 | 60,394 | -1.9% | 61,904 | 2.5% |
| FREDERICKSBURG CITY | 66,329 | 72,267 | 9.0% | 71,817 | -0.6% |
| GALAX CITY | 55,080 | 56,299 | 2.2% | 59,114 | 5.0% |
| HAMPTON CITY | 62,688 | 64,391 | 2.7% | 68,288 | 6.1% |
| HARRISONBURG CITY | 65,762 | 67,879 | 3.2% | 70,642 | 4.1% |
| HOPEWELL CITY | 62,427 | 65,546 | 5.0% | 68,753 | 4.9% |
| LEXINGTON CITY | 48,478 | 51,387 | 6.0% | 55,497 | 8.0% |

**DEPARTMENT OF EDUCATION
2000 - 2001**

AVERAGE PRINCIPAL SALARY SURVEY

| | 1998-99 ACTUAL AVERAGE SALARY | 1999-00 ESTIMATED AVERAGE SALARY | 1998-99 to 1999-00 % INCREASE/ DECREASE | 2000-01 BUDGETED AVERAGE SALARY | 1999-00 to 2000-01 BUDGETED INCREASE/ DECREASE |
|-------------------------|--|---|--|--|---|
| LYNCHBURG CITY | 58,420 | 60,769 | 4.0% | 65,575 | 7.9% |
| MANASSAS CITY | 73,963 | 78,278 | 5.8% | 84,742 | 8.3% |
| MANASSAS PARK CITY | 66,568 | 73,317 | 10.1% | 77,693 | 6.0% |
| MARTINSVILLE CITY | 56,663 | 59,431 | 4.9% | 61,418 | 3.3% |
| NEWPORT NEWS CITY | 63,866 | 65,356 | 2.3% | 68,432 | 4.7% |
| NORFOLK CITY | 68,993 | 69,384 | 0.6% | 74,521 | 7.4% |
| NORTON CITY | 57,720 | 60,580 | 5.0% | 62,095 | 2.5% |
| PETERSBURG CITY | 59,588 | 58,632 | -1.6% | 61,296 | 4.5% |
| POQUOSON CITY | 60,179 | 62,346 | 3.6% | 65,205 | 4.6% |
| PORTSMOUTH CITY | 59,045 | 65,473 | 10.9% | 65,635 | 0.2% |
| RADFORD CITY | 60,138 | 61,197 | 1.8% | 63,209 | 3.3% |
| RICHMOND CITY | 71,721 | 69,054 | -3.7% | 71,922 | 4.2% |
| ROANOKE CITY | 62,277 | 62,920 | 1.0% | 65,842 | 4.6% |
| SALEM CITY | 67,854 | 69,767 | 2.8% | 72,260 | 3.6% |
| STAUNTON CITY | 57,484 | 63,717 | 10.8% | 66,276 | 4.0% |
| SUFFOLK CITY | 61,360 | 63,259 | 3.1% | 66,684 | 5.4% |
| VIRGINIA BEACH CITY | 70,805 | 73,068 | 3.2% | 74,586 | 2.1% |
| WAYNESBORO CITY | 58,134 | 60,285 | 3.7% | 65,113 | 8.0% |
| WILLIAMSBURG-JAMES CITY | 66,314 | 73,091 | 10.2% | 77,666 | 6.3% |

**DEPARTMENT OF EDUCATION
2000 - 2001**

AVERAGE PRINCIPAL SALARY SURVEY

| | 1998-99 ACTUAL AVERAGE SALARY | 1999-00 ESTIMATED AVERAGE SALARY | 1998-99 to 1999-00 % INCREASE/ DECREASE | 2000-01 BUDGETED AVERAGE SALARY | 1999-00 to 2000-01 BUDGETED INCREASE/ DECREASE |
|--|--|---|--|--|---|
| WINCHESTER CITY | 63,048 | 66,151 | 4.9% | 68,500 | 3.6% |
| <u>TOWNS</u> | | | | | |
| COLONIAL BEACH | 56,500 | 56,960 | 0.8% | 58,384 | 2.5% |
| WEST POINT | 59,815 | 58,156 | -2.8% | 64,000 | 10.0% |
| <u>REGIONAL CENTERS</u> | | | | | |
| AMELIA-NOTTOWAY VOC.CTR. CENTRAL VA REGIONAL PROGR | 58,924 - | 61,625 | 4.6% | 63,012 | 2.3% |
| NO DATA SUBMITTED FOR THIS REPORT | | | | | |
| CHARLOTTSVLL-ALBEMRLE TEC | 68,514 | 70,118 | 2.3% | 77,891 | 11.1% |
| JACKSON RIVER TECH. CTR. LAUREL REGIONAL | 62,719 55,154 | 75,458 57,360 | 20.3% 4.0% | 65,397 59,654 | -13.3% 4.0% |
| MASSANUTTEN TECH. CTR. MIDDLE PENIN REG SP ED PR | 65,744 - | 75,474 - | 14.8% N/A | 67,775 - | -10.2% N/A |
| NEW HORIZONS TC-WOODSIDE NORTHERN NECK REGIONAL | 61,871 - | 66,311 - | 7.2% N/A | 63,899 - | -3.6% N/A |

**DEPARTMENT OF EDUCATION
2000 - 2001**

AVERAGE PRINCIPAL SALARY SURVEY

| | 1998-99 ACTUAL AVERAGE SALARY | 1999-00 ESTIMATED AVERAGE SALARY | 1998-99 to 1999-00 % INCREASE/ DECREASE | 2000-01 BUDGETED AVERAGE SALARY | 1999-00 to 2000-01 BUDGETED INCREASE/ DECREASE |
|---|--|---|--|--|---|
| NORTHERN NECK VOC. CENTER | 52,490 | 55,095 | 5.0% | 57,299 | 4.0% |
| NORTHWESTERN REGIONAL EDU | 56,247 | 59,603 | 6.0% | 63,200 | 6.0% |
| PIEDMONT REGIONAL ED. PIEDMONT TECH ED CENTER | 53,340 56,989 | 55,580 65,888 | 4.2% 15.6% | 58,359 | 5.0% |
| PRUDEN CENTER FOR INDUS./ | 60,008 | 63,192 | 5.3% | 67,201 | 6.3% |
| ROANOKE VALLEY REGIONAL B | 63,482 | 66,153 | 4.2% | 69,310 | 4.8% |
| ROWANTY VOC. TECH. CTR. | 64,829 | 67,639 | 4.3% | 70,795 | 4.7% |
| SHENANDOAH VALLEY REG. SOUTHEAST. COOP. ED. PRG. | - - | - - | N/A | - | N/A |
| VALLEY VOCATIONAL TECH. | 67,960 | 69,347 | 2.0% | 72,037 | 3.9% |
| State (LEA plus Regional Spec. Ed. & Voc. Ed.) | 65,017 | 67,442 | 3.7% | 70,325 | 4.3% |
| <u>GOVERNOR'S SCHOOLS</u> | | | | | |
| A. LINWOOD HOLTON GS | N/A | 49,216 | 100.0% | 50,693 | 3.0% |

**DEPARTMENT OF EDUCATION
2000 - 2001**

AVERAGE PRINCIPAL SALARY SURVEY

| | 1998-99 ACTUAL AVERAGE SALARY | 1999-00 ESTIMATED AVERAGE SALARY | 1998-99 to 1999-00 % INCREASE/ DECREASE | 2000-01 BUDGETED AVERAGE SALARY | 1999-00 to 2000-01 BUDGETED INCREASE/ DECREASE |
|--|--|---|--|--|---|
| CENTRAL SHENANDOAH VALLEY | N/A | - | N/A | - | N/A |
| CENTRAL VA GS FOR SC&TECH | N/A | 57,840 | 100.0% | 61,890 | 7.0% |
| CHESAPEAKE BAY GS/MARINE& | N/A | - | N/A | - | N/A |
| GOVERNOR'S SCHOOL FOR THE ARTS | N/A | - | N/A | - | N/A |
| NEW HORIZONS REGIONAL ED | N/A | - | N/A | - | N/A |
| ROANOKE VAL GS FOR SC&TEC | N/A | 73,370 | 100.0% | 74,271 | 1.2% |
| SOUTHSIDE VA GS/GLOBAL-EC | N/A | - | N/A | - | N/A |
| SOUTHWEST VA GS/SC-MA-TEC | N/A | - | N/A | - | N/A |
| THOMAS JEFFESON GVS-FAIRFAX CO. | N/A | 84,506 | 100.0% | 68,173 | -19.3% |
| <u>REGIONAL ALTERNATIVE EDUCATION</u> | | | | | |
| CARROLL-GALAX-JOY RANCH | N/A | - | N/A | - | N/A |
| CROSSROADS ALT. PROGRAM | N/A | - | N/A | - | N/A |

**DEPARTMENT OF EDUCATION
2000 - 2001**

AVERAGE PRINCIPAL SALARY SURVEY

| | 1998-99 ACTUAL AVERAGE SALARY | 1999-00 ESTIMATED AVERAGE SALARY | 1998-99 to 1999-00 % INCREASE/ DECREASE | 2000-01 BUDGETED AVERAGE SALARY | 1999-00 to 2000-01 BUDGETED INCREASE/ DECREASE |
|--|--|---|--|--|---|
| ENTERPRISE ACADEMY-N. N. CITY | N/A | 75,310 | 100.0% | 77,758 | 3.3% |
| ON THE RIGHT TRACK REG ALT | N/A | 52,850 | 100.0% | 54,250 | 2.6% |
| REGIONAL ALT. PLUS SELF PROJECT | N/A | - | N/A | - | N/A |
| SHENH VALLEY REG ALT. ED PROJ | N/A | 57,446 | 100.0% | 62,733 | 9.2% |
| REGIONAL LEARNING ACADEMY | N/A | - | N/A | - | N/A |
| RENAISSANCE-SCOTT COUNTY | N/A | - | N/A | - | N/A |
| TIDEWATER REGIONAL ALT. PROJECT RENEW | N/A | - | N/A | - | N/A |
| State (LEA, Regional, Gov. Schools, & Alt. Ed.) | 65,017 | 67,443 | 3.7% | 70,305 | 4.2% |

NOTE: Governor's Schools and Regional Alternative Education Programs began reporting salary survey data for 1999-00.

SUMMARY

2000-01

Increases in Assistant Principal Salaries

| | | |
|--|-------------------|-------------|
| Actual 1998-99 Average Assistant Principal Salary | \$54,821 | |
| *Estimated 1999-00 Average Assistant Principal Salary | 56,290 *** | 2.7% |
| **Budgeted 2000-01 Average Assistant Principal Salary | 58,635 *** | 4.2% |

* Based on actual disbursements for salaries divided by the actual number of FTE positions - subject to audit.

**Based on certification by division superintendents of the average salaries to be provided and the resulting increase.

***Data for the Governor's Schools and the Regional Alternative Education Programs are not included in the average.

**DEPARTMENT OF EDUCATION
2000 - 2001**

AVERAGE ASSISTANT PRINCIPAL SALARY SURVEY

| LOCALITY | 1998-99 ACTUAL AVERAGE SALARY | 1999-00 ESTIMATED AVERAGE SALARY | 1998-99 to 1999- 00 % INCREASE/ DECREASE | 2000-01 BUDGETED AVERAGE SALARY | 1999-00 to 2000-01 BUDGETED INCREASE/ DECREASE |
|------------------------|--|---|---|--|---|
| <u>COUNTIES</u> | | | | | |
| ACCOMACK | 43,402 | 42,164 | -2.9% | 47,658 | 13.0% |
| ALBEMARLE | 47,797 | 51,597 | 8.0% | 55,896 | 8.3% |
| ALLEGHANY HGLNDS | 41,649 | 44,672 | 7.3% | 47,249 | 5.8% |
| AMELIA | 52,843 | 55,216 | 4.5% | 56,320 | 2.0% |
| AMHERST | 50,142 | 50,547 | 0.8% | 52,599 | 4.1% |
| APPOMATTOX | 36,901 | 38,167 | 3.4% | 39,945 | 4.7% |
| ARLINGTON | 73,567 | 74,913 | 1.8% | 76,597 | 2.2% |
| AUGUSTA | 55,756 | 54,038 | -3.1% | 57,327 | 6.1% |
| BATH | - | 38,043 | 100.0% | 52,911 | 39.1% |
| BEDFORD | 46,957 | 47,402 | 0.9% | 48,591 | 2.5% |
| BLAND | - | - | N/A | - | N/A |
| BOTETOURT | 51,882 | 54,555 | 5.2% | 56,902 | 4.3% |
| BRUNSWICK | 44,099 | 43,792 | -0.7% | 47,625 | 8.8% |
| BUCHANAN | 46,969 | 49,317 | 5.0% | 51,797 | 5.0% |
| BUCKINGHAM | 47,416 | 46,894 | -1.1% | 49,096 | 4.7% |

**DEPARTMENT OF EDUCATION
2000 - 2001**

AVERAGE ASSISTANT PRINCIPAL SALARY SURVEY

| LOCALITY | 1998-99 ACTUAL AVERAGE SALARY | 1999-00 ESTIMATED AVERAGE SALARY | 1998-99 to 1999-00 % INCREASE/ DECREASE | 2000-01 BUDGETED AVERAGE SALARY | 1999-00 to 2000-01 BUDGETED INCREASE/ DECREASE |
|---------------------|--|---|--|--|---|
| CAMPBELL | 48,182 | 54,738 | 13.6% | 55,408 | 1.2% |
| CAROLINE | 52,499 | 54,047 | 2.9% | 56,831 | 5.2% |
| CARROLL | 41,989 | 43,817 | 4.4% | 51,160 | 16.8% |
| CHARLES CITY COUNTY | 48,914 | 48,395 | -1.1% | 50,173 | 3.7% |
| CHARLOTTE | 53,376 | 55,744 | 4.4% | 49,170 | -11.8% |
| CHESTERFIELD | 53,622 | 55,224 | 3.0% | 57,900 | 4.8% |
| CLARKE | 46,700 | 46,700 | 0.0% | 53,179 | 13.9% |
| CRAIG | 48,998 | 50,958 | 4.0% | 56,000 | 9.9% |
| CULPEPER | 51,673 | 57,766 | 11.8% | 57,866 | 0.2% |
| CUMBERLAND | 39,000 | 42,762 | 9.6% | 43,696 | 2.2% |
| DICKENSON | 38,438 | 40,930 | 6.5% | 36,751 | -10.2% |
| DINWIDDIE | 43,985 | 42,281 | -3.9% | 44,562 | 5.4% |
| ESSEX | 45,220 | 45,460 | 0.5% | 42,488 | -6.5% |
| FAIRFAX | 65,128 | 68,800 | 5.6% | 71,332 | 3.7% |
| FAUQUIER | 47,888 | 49,780 | 4.0% | 55,783 | 12.1% |
| FLOYD | 51,941 | 60,277 | 16.0% | 51,873 | -13.9% |

**DEPARTMENT OF EDUCATION
2000 - 2001**

AVERAGE ASSISTANT PRINCIPAL SALARY SURVEY

| LOCALITY | 1998-99 ACTUAL AVERAGE SALARY | 1999-00 ESTIMATED AVERAGE SALARY | 1998-99 to 1999-00 % INCREASE/ DECREASE | 2000-01 BUDGETED AVERAGE SALARY | 1999-00 to 2000-01 BUDGETED INCREASE/ DECREASE |
|-----------------|--|---|--|--|---|
| FLUVANNA | 40,282 | 53,814 | 33.6% | 56,552 | 5.1% |
| FRANKLIN | 47,263 | 52,478 | 11.0% | 51,147 | -2.5% |
| FREDERICK | 50,226 | 50,629 | 0.8% | 56,480 | 11.6% |
| GILES | 50,969 | 55,804 | 9.5% | 62,425 | 11.9% |
| GLOUCESTER | 43,116 | 48,156 | 11.7% | 52,498 | 9.0% |
| GOOCHLAND | 50,658 | 53,344 | 5.3% | 59,712 | 11.9% |
| GRAYSON | 30,216 | 47,032 | 55.7% | 49,690 | 5.7% |
| GREENE | 40,363 | 46,657 | 15.6% | 49,490 | 6.1% |
| GREENSVILLE | 43,464 | 39,749 | -8.5% | 49,511 | 24.6% |
| HALIFAX | 45,301 | 49,696 | 9.7% | 50,208 | 1.0% |
| HANOVER | 51,615 | 50,957 | -1.3% | 55,318 | 8.6% |
| HENRICO | 61,849 | 61,294 | -0.9% | 60,659 | -1.0% |
| HENRY | 48,123 | 47,012 | -2.3% | 49,151 | 4.6% |
| HIGHLAND | - | - | N/A | - | N/A |
| ISLE OF WIGHT | 42,896 | 46,308 | 8.0% | 48,770 | 5.3% |
| KING AND QUEEN | 51,342 | 50,264 | -2.1% | 51,270 | 2.0% |

**DEPARTMENT OF EDUCATION
2000 - 2001**

AVERAGE ASSISTANT PRINCIPAL SALARY SURVEY

| LOCALITY | 1998-99 ACTUAL AVERAGE SALARY | 1999-00 ESTIMATED AVERAGE SALARY | 1998-99 to 1999-00 % INCREASE/ DECREASE | 2000-01 BUDGETED AVERAGE SALARY | 1999-00 to 2000-01 BUDGETED INCREASE/ DECREASE |
|-----------------|--|---|--|--|---|
| KING GEORGE | 47,944 | 56,055 | 16.9% | 62,920 | 12.2% |
| KING WILLIAM | 43,013 | 36,963 | -14.1% | 44,038 | 19.1% |
| LANCASTER | 44,172 | 47,242 | 7.0% | 51,003 | 8.0% |
| LEE | 46,424 | 29,358 | -36.8% | 43,195 | 47.1% |
| LOUDOUN | 61,956 | 63,958 | 3.2% | 66,965 | 4.7% |
| LOUISA | 45,597 | 47,171 | 3.5% | 49,995 | 6.0% |
| LUNENBURG | 46,046 | 46,905 | 1.9% | 47,655 | 1.6% |
| MADISON | 46,945 | 49,258 | 4.9% | 52,214 | 6.0% |
| MATHEWS | 27,423 | 45,316 | 65.2% | 47,205 | 4.2% |
| MECKLENBURG | 45,594 | 48,764 | 7.0% | 49,419 | 1.3% |
| MIDDLESEX | 44,990 | 33,643 | -25.2% | 50,960 | 51.5% |
| MONTGOMERY | 52,768 | 50,848 | -3.6% | 55,110 | 8.4% |
| NELSON | 47,561 | 48,535 | 2.0% | 53,695 | 10.6% |
| NEW KENT | 38,146 | 39,074 | 2.4% | 42,064 | 7.7% |
| NORTHAMPTON | 48,228 | 49,896 | 3.5% | 49,668 | -0.5% |
| NORTHUMBERLAND | 51,862 | 55,719 | 7.4% | 55,416 | -0.5% |

**DEPARTMENT OF EDUCATION
2000 - 2001**

AVERAGE ASSISTANT PRINCIPAL SALARY SURVEY

| LOCALITY | 1998-99 ACTUAL AVERAGE SALARY | 1999-00 ESTIMATED AVERAGE SALARY | 1998-99 to 1999-00 % INCREASE/ DECREASE | 2000-01 BUDGETED AVERAGE SALARY | 1999-00 to 2000-01 BUDGETED INCREASE/ DECREASE |
|-----------------|--|---|--|--|---|
| NOTTOWAY | 49,881 | 51,507 | 3.3% | 54,108 | 5.0% |
| ORANGE | 51,425 | 53,195 | 3.4% | 54,333 | 2.1% |
| PAGE | 42,682 | 42,411 | -0.6% | 42,605 | 0.5% |
| PATRICK | 45,954 | 44,989 | -2.1% | 48,557 | 7.9% |
| PITTSYLVANIA | 46,993 | 51,444 | 9.5% | 53,151 | 3.3% |
| POWHATAN | 50,070 | 49,599 | -0.9% | 61,882 | 24.8% |
| PRINCE EDWARD | 39,310 | 42,235 | 7.4% | 50,182 | 18.8% |
| PRINCE GEORGE | 55,606 | 50,876 | -8.5% | 50,636 | -0.5% |
| PRINCE WILLIAM | 62,067 | 63,479 | 2.3% | 63,250 | -0.4% |
| PULASKI | 52,487 | 45,633 | -13.1% | 50,823 | 11.4% |
| RAPPAHANNOCK | 48,264 | 49,460 | 2.5% | 54,121 | 9.4% |
| RICHMOND | 44,625 | 49,865 | 11.7% | 52,142 | 4.6% |
| ROANOKE | 54,875 | 46,496 | -15.3% | 46,918 | 0.9% |
| ROCKBRIDGE | 49,928 | 49,850 | -0.2% | 51,803 | 3.9% |
| ROCKINGHAM | 51,025 | 50,008 | -2.0% | 51,338 | 2.7% |
| RUSSELL | 44,525 | 46,419 | 4.3% | 47,254 | 1.8% |

**DEPARTMENT OF EDUCATION
2000 - 2001**

AVERAGE ASSISTANT PRINCIPAL SALARY SURVEY

| LOCALITY | 1998-99 ACTUAL AVERAGE SALARY | 1999-00 ESTIMATED AVERAGE SALARY | 1998-99 to 1999-00 % INCREASE/ DECREASE | 2000-01 BUDGETED AVERAGE SALARY | 1999-00 to 2000-01 BUDGETED INCREASE/ DECREASE |
|-----------------|--|---|--|--|---|
| SCOTT | - | - | N/A | - | N/A |
| SHENANDOAH | 47,875 | 48,568 | 1.4% | 50,593 | 4.2% |
| SMYTH | 53,987 | 53,839 | -0.3% | 56,784 | 5.5% |
| SOUTHAMPTON | 46,536 | 48,508 | 4.2% | 51,351 | 5.9% |
| SPOTSYLVANIA | 58,717 | 63,176 | 7.6% | 66,111 | 4.6% |
| STAFFORD | 61,209 | 63,764 | 4.2% | 67,800 | 6.3% |
| SURRY | 51,922 | 53,409 | 2.9% | 56,473 | 5.7% |
| SUSSEX | 52,805 | 61,482 | 16.4% | 63,827 | 3.8% |
| TAZEWELL | 53,678 | 59,130 | 10.2% | 54,370 | -8.1% |
| WARREN | 44,747 | 40,898 | -8.6% | 46,429 | 13.5% |
| WASHINGTON | 50,947 | 49,966 | -1.9% | 55,259 | 10.6% |
| WESTMORELAND | 46,432 | 47,361 | 2.0% | 41,883 | -11.6% |
| WISE | 45,231 | 46,621 | 3.1% | 48,281 | 3.6% |
| WYTHE | 48,104 | 47,973 | -0.3% | 52,156 | 8.7% |
| YORK | 53,797 | 50,395 | -6.3% | 54,599 | 8.3% |

**DEPARTMENT OF EDUCATION
2000 - 2001**

AVERAGE ASSISTANT PRINCIPAL SALARY SURVEY

| LOCALITY | 1998-99 ACTUAL AVERAGE SALARY | 1999-00 ESTIMATED AVERAGE SALARY | 1998-99 to 1999-00 % INCREASE/ DECREASE | 2000-01 BUDGETED AVERAGE SALARY | 1999-00 to 2000-01 BUDGETED INCREASE/ DECREASE |
|-----------------------|--|---|--|--|---|
| <u>CITIES</u> | | | | | |
| ALEXANDRIA CITY | 63,216 | 64,181 | 1.5% | 66,306 | 3.3% |
| BRISTOL CITY | 37,166 | 52,736 | 41.9% | 54,440 | 3.2% |
| BUENA VISTA CITY | 46,537 | 49,432 | 6.2% | 52,829 | 6.9% |
| CHARLOTTESVILLE CITY | 53,554 | 51,738 | -3.4% | 54,884 | 6.1% |
| CHESAPEAKE CITY | 55,245 | 55,353 | 0.2% | 56,624 | 2.3% |
| COLONIAL HEIGHTS CITY | 57,368 | 56,190 | -2.1% | 59,919 | 6.6% |
| COVINGTON CITY | 54,795 | 48,210 | -12.0% | 50,649 | 5.1% |
| DANVILLE CITY | 46,059 | 47,168 | 2.4% | 51,196 | 8.5% |
| FALLS CHURCH CITY | 61,407 | 65,040 | 5.9% | 69,972 | 7.6% |
| FRANKLIN CITY | 44,368 | 46,591 | 5.0% | 48,106 | 3.3% |
| FREDERICKSBURG CITY | 57,985 | 60,946 | 5.1% | 65,339 | 7.2% |
| GALAX CITY | 46,120 | 47,852 | 3.8% | 47,623 | -0.5% |
| HAMPTON CITY | 48,513 | 51,032 | 5.2% | 54,196 | 6.2% |
| HARRISONBURG CITY | 51,295 | 54,852 | 6.9% | 57,148 | 4.2% |
| HOPEWELL CITY | 47,589 | 49,420 | 3.8% | 50,601 | 2.4% |

**DEPARTMENT OF EDUCATION
2000 - 2001**

AVERAGE ASSISTANT PRINCIPAL SALARY SURVEY

| LOCALITY | 1998-99 ACTUAL AVERAGE SALARY | 1999-00 ESTIMATED AVERAGE SALARY | 1998-99 to 1999-00 % INCREASE/ DECREASE | 2000-01 BUDGETED AVERAGE SALARY | 1999-00 to 2000-01 BUDGETED INCREASE/ DECREASE |
|--------------------|--|---|--|--|---|
| LEXINGTON CITY | - | - | N/A | - | N/A |
| LYNCHBURG CITY | 51,066 | 53,612 | 5.0% | 54,751 | 2.1% |
| MANASSAS CITY | 63,160 | 67,935 | 7.6% | 73,298 | 7.9% |
| MANASSAS PARK CITY | 58,039 | 61,524 | 6.0% | 65,220 | 6.0% |
| MARTINSVILLE CITY | 48,331 | 51,561 | 6.7% | 51,477 | -0.2% |
| NEWPORT NEWS CITY | 47,942 | 49,100 | 2.4% | 51,649 | 5.2% |
| NORFOLK CITY | 53,397 | 54,534 | 2.1% | 57,193 | 4.9% |
| NORTON CITY | 39,143 | 47,840 | 22.2% | 49,040 | 2.5% |
| PETERSBURG CITY | 45,398 | 42,445 | -6.5% | 50,409 | 18.8% |
| POQUOSON CITY | 48,484 | 50,460 | 4.1% | 53,912 | 6.8% |
| PORTSMOUTH CITY | 51,934 | 57,437 | 10.6% | 57,698 | 0.5% |
| RADFORD CITY | 56,406 | 58,663 | 4.0% | 60,071 | 2.4% |
| RICHMOND CITY | 54,330 | 57,705 | 6.2% | 60,191 | 4.3% |
| ROANOKE CITY | 55,044 | 50,514 | -8.2% | 54,580 | 8.0% |
| SALEM CITY | 60,948 | 63,193 | 3.7% | 61,041 | -3.4% |
| STAUNTON CITY | 57,620 | 59,402 | 3.1% | 61,788 | 4.0% |

**DEPARTMENT OF EDUCATION
2000 - 2001**

AVERAGE ASSISTANT PRINCIPAL SALARY SURVEY

| LOCALITY | 1998-99 ACTUAL AVERAGE SALARY | 1999-00 ESTIMATED AVERAGE SALARY | 1998-99 to 1999-00 % INCREASE/ DECREASE | 2000-01 BUDGETED AVERAGE SALARY | 1999-00 to 2000-01 BUDGETED INCREASE/ DECREASE |
|--------------------------------|--|---|--|--|---|
| SUFFOLK CITY | 49,861 | 51,913 | 4.1% | 52,998 | 2.1% |
| VIRGINIA BEACH CITY | 57,143 | 58,654 | 2.6% | 59,142 | 0.8% |
| WAYNESBORO CITY | 47,863 | 54,778 | 14.4% | 54,055 | -1.3% |
| WILLIAMSBURG-JAMES CITY | 52,779 | 51,482 | -2.5% | 52,004 | 1.0% |
| WINCHESTER CITY | 56,648 | 47,761 | -15.7% | 59,750 | 25.1% |
| <u>TOWNS</u> | | | | | |
| COLONIAL BEACH | 47,000 | 44,290 | -5.8% | 45,397 | 2.5% |
| WEST POINT | - | | | | |
| <u>REGIONAL CENTERS</u> | | | | | |
| AMELIA-NOTTOWAY VOC.CTR. | - | - | N/A | - | N/A |
| CENTRAL VA REGIONAL PROGR | - | | NO DATA SUBMITTED FOR THIS REPORT | | |
| CHARLOTTSVLL-ALBEMRLE TEC | 50,350 | 48,489 | -3.7% | 58,936 | 21.5% |
| JACKSON RIVER TECH. CTR. | 47,801 | 51,021 | 6.7% | 51,021 | 0.0% |
| LAUREL REGIONAL | - | - | N/A | - | N/A |

**DEPARTMENT OF EDUCATION
2000 - 2001**

AVERAGE ASSISTANT PRINCIPAL SALARY SURVEY

| LOCALITY | 1998-99 ACTUAL AVERAGE SALARY | 1999-00 ESTIMATED AVERAGE SALARY | 1998-99 to 1999-00 % INCREASE/ DECREASE | 2000-01 BUDGETED AVERAGE SALARY | 1999-00 to 2000-01 BUDGETED INCREASE/ DECREASE |
|---|--|---|--|--|---|
| MASSANUTTEN TECH. CTR. | 54,357 | 56,647 | 4.2% | 58,875 | 3.9% |
| MIDDLE PENIN REG SP ED PR | - | - | N/A | - | N/A |
| NEW HORIZONS TC-WOODSIDE | 57,465 | 48,062 | -16.4% | 55,833 | 16.2% |
| NORTHERN NECK REGIONAL | - | - | N/A | - | N/A |
| NORTHERN NECK VOC. CENTER | 39,543 | 39,571 | 0.1% | 41,154 | 4.0% |
| NORTHWESTERN REGIONAL EDU | - | - | N/A | - | N/A |
| PIEDMONT REGIONAL ED. | - | - | N/A | PROGRAM CLOSED IN FY2001 | |
| PIEDMONT TECH ED CENTER | 44,359 | - | N/A | - | N/A |
| PRUDEN CENTER FOR INDUS./ | 45,161 | 34,778 | -23.0% | 53,830 | 54.8% |
| ROANOKE VALLEY REGIONAL B | - | - | N/A | - | N/A |
| ROWANTY VOC. TECH. CTR. | 53,561 | 55,877 | 4.3% | 58,490 | 4.7% |
| SHENANDOAH VALLEY REG. | - | - | NO DATA SUBMITTED FOR THIS REPORT | | |
| SOUTHEAST. COOP. ED. PRG. | - | - | N/A | - | N/A |
| VALLEY VOCATIONAL TECH. | 58,485 | 60,973 | 4.3% | 63,208 | 3.7% |
| State (LEA plus Regional Spec. Ed. & Voc. Ed.) | 54,821 | 56,290 | 2.7% | 58,635 | 4.2% |

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2000 - 2001**

AVERAGE ASSISTANT PRINCIPAL SALARY SURVEY

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|--|--|---|--|--|---|
| <u>GOVERNOR'S SCHOOLS</u> | | | | | |
| A. LINWOOD HOLTON GS | N/A | - | N/A | - | N/A |
| CENTRAL SHENANDOAH VALLEY | N/A | - | N/A | - | N/A |
| CENTRAL VA GS FOR SC&TECH | N/A | - | N/A | - | N/A |
| CHESAPEAKE BAY GS/MARINE& | N/A | - | N/A | - | N/A |
| GOVERNOR'S SCHOOL FOR THE | N/A | - | N/A | - | N/A |
| NEW HORIZONS REGIONAL ED | N/A | - | N/A | - | N/A |
| ROANOKE VAL GS FOR SC&TEC | N/A | - | N/A | - | N/A |
| SOUTHSIDE VA GS/GLOBAL-EC | N/A | - | N/A | - | N/A |
| SOUTHWEST VA GS/SC-MA-TEC | N/A | - | N/A | - | N/A |
| THOMAS JEFFESON GVS-FAIRFAX CO. | N/A | 75,338 | 100.0% | 82,483 | 9.5% |
| <u>REGIONAL ALTERNATIVE EDUCATION</u> | | | | | |
| CARROLL-GALAX-JOY RANCH | N/A | - | N/A | - | N/A |

**DEPARTMENT OF EDUCATION
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AVERAGE ASSISTANT PRINCIPAL SALARY SURVEY

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|--|--|---|--|--|---|
| CROSSROADS ALT. PROGRAM | N/A | - | N/A | - | N/A |
| ENTERPRISE ACADEMY-N. N. CITY | N/A | 50,889 | 100.0% | 52,543 | 3.3% |
| ON THE RIGHT TRACK REG ALT | N/A | - | N/A | - | N/A |
| REGIONAL ALT. PLUS SELF PROJECT | N/A | - | N/A | - | N/A |
| SHENH VALLEY REG ALT. ED PROJ | N/A | - | N/A | - | N/A |
| REGIONAL LEARNING ACADEMY | N/A | - | N/A | - | N/A |
| RENAISSANCE-SCOTT COUNTY | N/A | - | N/A | - | N/A |
| TIDEWATER REGIONAL ALT. PROJECT RENEW | N/A | - | N/A | - | N/A |
| State (LEA, Regional, Gov. Schools, & Alt. Ed.) | 54,821 | 56,308 | 2.7% | 58,656 | 4.2% |

NOTE: Governor's Schools and Regional Alternative Education Programs began reporting salary survey data for 1999-00.