

# **DLAS Document Summary**

## **DLAS Document Summary**

2015-2016 Teacher Salary Survey Results

### **Author**

Department of Education

### **Enabling Authority**

Item 136, paragraph B.12., Chapter 665, 2015 Virginia Acts of Assembly

### **Executive Summary**

Item 136, paragraph B.12., Chapter 665, 2015 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 Chairmen of the Senate Finance and House Appropriations Committees. Beginning in 2008-2009, the report also includes information on starting salaries by school division and average teacher salaries by school.

Department of Education staff prepared the report based on Annual School Report (ASR) expenditure data submitted by each school division and regional program. Statewide and school division salary averages were computed for fiscal years 2015 and 2016 (budgeted). The report shows salary information from fiscal years 2014, 2015, and 2016 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 2015 to fiscal year 2016.

The average budgeted classroom teacher salary for fiscal year 2016 is \$55,553; this is a 1.96 percent increase from fiscal year 2015.

The average budgeted principal salary for fiscal year 2016 is \$99,221; this is a 2.45 percent increase from fiscal year 2015.

The average budgeted assistant principal salary for fiscal year 2016 is \$81,626; this is a 1.59 percent increase from fiscal year 2015.

# Table of Contents

## Statewide Averages - Summary

Classroom Teacher .....	Page 3
Principal.....	Page 3
Assistant Principal.....	Page 3

## Virginia Teacher Salaries Compared to National and Regional Averages

Comparison.....	Page 4
-----------------	--------

## School Division and Regional Program Detail – Fiscal Years (FY) 2014, 2015, and 2016

Classroom Teacher Salaries - FY 2014, 2015, and 2016.....	Page 5
Principal Salaries - FY 2014, 2015, and 2016.....	Page 9
Assistant Principal Salaries - FY 2014, 2015, and 2016.....	Page 13

## School Division Narrative on Proposed FY 2016 Salary Actions

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

<b>Classroom Teacher Starting Salaries - FY 2016.....</b>	<b>Page 23</b>
---	----------------

<b>Average Teacher Salaries by School - FY 2016.....</b>	<b>Page 27</b>
--	----------------

## Appendix A

Mandate for the reporting requirement.....	Page 63
--	---------

## Appendix B

Explanation of average salary calculations .....	Page 64
--	---------

## Statewide Averages - Summary

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

	Statewide:
FY 2014 Actual Average Teacher Salary	\$53,818
FY 2015 Actual Average Teacher Salary <sup>2</sup>	\$54,486
Average Percentage Change, FY 2014 to FY 2015	1.24%
FY 2016 Budgeted Average Teacher Salary <sup>3</sup>	\$55,553
Budgeted Percentage Change, FY 2015 to FY 2016	1.96%

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

	Statewide:
FY 2014 Actual Average Principal Salary	\$95,431
FY 2015 Actual Average Principal Salary <sup>2</sup>	\$96,845
Average Percentage Change, FY 2014 to FY 2015	1.48%
FY 2016 Budgeted Average Principal Salary <sup>3</sup>	\$99,221
Budgeted Percentage Change, FY 2015 to FY 2016	2.45%

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

	Statewide:
FY 2014 Actual Average Assistant Principal Salary	\$79,825
FY 2015 Actual Average Assistant Principal Salary <sup>2</sup>	\$80,352
Average Percentage Change, FY 2014 to FY 2015	0.66%
FY 2016 Budgeted Average Assistant Principal Salary <sup>3</sup>	\$81,626
Budgeted Percentage Change, FY 2015 to FY 2016	1.59%

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

<sup>2</sup> Based on actual expenditures for salaries divided by the actual number of full-time equivalent (FTE) positions, as reported by school divisions and regional programs on the 2014-2015 Annual School Report and certified by division superintendents. Averages calculated on the basis of statewide totals.

<sup>3</sup> Based on certification by division superintendents of the average budgeted salary to be provided, as reported by school divisions and regional programs on the 2014-2015 Annual School Report. Averages calculated on the basis of statewide totals.

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

[http://www.nea.org/assets/docs/NEA\\_Rankings\\_And\\_Estimates-2015-03-11a.pdf](http://www.nea.org/assets/docs/NEA_Rankings_And_Estimates-2015-03-11a.pdf)

NOTE: There is a difference between the average salary used in the NEA report and the average salary as published in the Annual Salary Survey Report. The NEA Rankings and Estimates average teacher salary includes instructional classroom teachers, substitutes, and homebound instructional teachers. The average teacher salary that is calculated and published in the Annual Salary Survey Report includes those positions included in the NEA average salary except substitutes, but also includes guidance counselors, librarians, instructional technology positions, and supplemental salary expenditures. The average salary shown below for Virginia is based on the NEA calculation.

**From Rankings & Estimates 2014-2015, Rankings, Table C-11  
Average Salaries (\$) of Public School Teachers, 2013-14**

Rank	State	School Year 2013-14 Average Salary
1	NEW YORK	\$40,949
2	MASSACHUSETTS	\$73,195
3	DISTRICT OF COLUMBIA	\$73,162 *
4	CALIFORNIA	\$71,396
5	CONNECTICUT	\$70,583
6	NEW JERSEY	\$68,238
7	ALASKA	\$65,891
8	RHODE ISLAND	\$64,696 *
9	MARYLAND	\$64,546
10	PENNSYLVANIA	\$63,701
11	MICHIGAN	\$62,166
12	ILLINOIS	\$60,124 *
13	DELAWARE	\$59,305
14	OREGON	\$58,638
15	NEW HAMPSHIRE	\$57,057 *
	<b>UNITED STATES</b>	<b>\$56,610 *</b>
16	WYOMING	\$56,583
17	HAWAII	\$56,291
18	VERMONT	\$55,958
19	OHIO	\$55,913
20	NEVADA	\$55,813
21	MINNESOTA	\$54,752
22	WISCONSIN	\$53,679
23	WASHINGTON	\$52,969
24	GEORGIA	\$52,924
25	IOWA	\$52,032
26	KENTUCKY	\$50,560
27	INDIANA	\$50,289
28	MONTANA	\$49,893 *
<b>29</b>	<b>VIRGINIA</b>	<b>\$49,826 *</b>
30	TEXAS	\$49,690
31	COLORADO	\$49,615
32	NEBRASKA	\$49,539
33	MAINE	\$49,232
34	LOUISIANA	\$49,067
35	ALABAMA	\$48,720
36	NORTH DAKOTA	\$48,666 *
37	SOUTH CAROLINA	\$48,430
38	KANSAS	\$48,221 *
39	FLORIDA	\$47,780
40	TENNESSEE	\$47,742
41	ARKANSAS	\$47,319
42	MISSOURI	\$46,750
43	NEW MEXICO	\$45,727
44	UTAH	\$45,695
45	ARIZONA	\$45,335 *
46	WEST VIRGINIA	\$45,086
47	NORTH CAROLINA	\$44,990
48	OKLAHOMA	\$44,549
49	IDAHO	\$44,465
50	MISSISSIPPI	\$42,187 *
51	SOUTH DAKOTA	\$40,023

\* Computed from NEA Research, Estimates Database (2014).

**Virginia Department of Education**  
**2015-2016 Salary Survey - Teachers**  
*Classroom Teacher Salary Survey (Including Librarians and Guidance Counselors)*

Division	Name	FY 2014 Actual Average Teacher Salary	FY 2015 Actual Average Teacher Salary	FY 2014 to FY 2015 Percent Increase/ (Decrease)	FY 2016 Budgeted Average Teacher Salary	FY 2015 to FY 2016 Percent Increase/ (Decrease)
----------	------	---	---	---	--	---

**School Divisions**

**Counties**

001	Accomack County Public Schools	40,949	43,712	6.75%	44,385	1.54%
002	Albemarle County Public Schools	54,586	54,449	(0.25%)	54,907	0.84%
003	Alleghany County Public Schools	47,477	48,507	2.17%	49,427	1.90%
004	Amelia County Public Schools	49,019	49,150	0.27%	49,450	0.61%
005	Amherst County Public Schools	45,527	45,111	(0.91%)	46,810	3.77%
006	Appomattox County Public Schools	39,904	38,949	(2.39%)	39,559	1.57%
007	Arlington County Public Schools	73,846	74,534	0.93%	74,613	0.11%
008	Augusta County Public Schools	47,061	48,602	3.27%	47,897	(1.45%)
009	Bath County Public Schools	46,784	48,410	3.48%	47,750	(1.36%)
010	Bedford County Public Schools	43,653	40,986	(6.11%)	46,640	13.79%
011	Bland County Public Schools	43,775	42,605	(2.67%)	45,024	5.68%
012	Botetourt County Public Schools	51,189	51,293	0.20%	48,861	(4.74%)
013	Brunswick County Public Schools	41,712	40,223	(3.57%)	40,969	1.86%
014	Buchanan County Public Schools	39,840	41,429	3.99%	35,834	(13.51%)
015	Buckingham County Public Schools	42,193	41,477	(1.70%)	43,747	5.47%
016	Campbell County Public Schools	43,257	43,305	0.11%	45,320	4.65%
017	Caroline County Public Schools	47,144	48,630	3.15%	47,166	(3.01%)
018	Carroll County Public Schools	44,042	45,563	3.45%	47,656	4.59%
019	Charles City County Public Schools	45,722	43,666	(4.50%)	44,350	1.57%
020	Charlotte County Public Schools	44,298	46,244	4.39%	44,500	(3.77%)
021	Chesterfield County Public Schools	50,087	50,281	0.39%	49,065	(2.42%)
022	Clarke County Public Schools	50,728	50,152	(1.13%)	50,790	1.27%
023	Craig County Public Schools	45,277	41,580	(8.17%)	37,974	(8.67%)
024	Culpeper County Public Schools	48,769	49,318	1.13%	49,353	0.07%
025	Cumberland County Public Schools	48,069	48,098	0.06%	47,309	(1.64%)
026	Dickenson County Public Schools	38,948	39,429	1.24%	40,568	2.89%
027	Dinwiddie County Public Schools	47,901	47,890	(0.02%)	52,127	8.85%
028	Essex County Public Schools	45,007	46,012	2.23%	47,681	3.63%
029	Fairfax County Public Schools <sup>1</sup>	64,580	64,924	0.53%	68,687	5.80%
030	Fauquier County Public Schools	56,267	53,705	(4.55%)	53,960	0.47%
031	Floyd County Public Schools	44,747	45,327	1.30%	45,972	1.42%
032	Fluvanna County Public Schools	50,524	52,409	3.73%	52,009	(0.76%)
033	Franklin County Public Schools	44,974	47,032	4.58%	47,269	0.50%
034	Frederick County Public Schools	50,689	51,503	1.61%	54,851	6.50%
035	Giles County Public Schools	40,759	41,061	0.74%	42,574	3.69%
036	Gloucester County Public Schools	49,567	49,117	(0.91%)	49,615	1.01%
037	Goochland County Public Schools	48,187	49,275	2.26%	49,469	0.39%
038	Grayson County Public Schools	37,245	37,643	1.07%	33,974	(9.75%)
039	Greene County Public Schools	44,856	47,375	5.62%	50,330	6.24%
040	Greensville County Public Schools <sup>2</sup>	46,397	47,571	2.53%	50,072	5.26%
041	Halifax County Public Schools	38,883	38,503	(0.98%)	47,969	24.59%
042	Hanover County Public Schools	48,334	49,795	3.02%	50,111	0.63%
043	Henrico County Public Schools	50,428	50,050	(0.75%)	50,944	1.79%
044	Henry County Public Schools	44,957	46,152	2.66%	46,763	1.32%
045	Highland County Public Schools	46,255	48,785	5.47%	50,292	3.09%
046	Isle Of Wight County Public Schools	54,956	54,801	(0.28%)	55,110	0.56%
048	King George County Public Schools	47,457	48,221	1.61%	48,769	1.14%
049	King And Queen County Public Schools	47,586	47,285	(0.63%)	49,167	3.98%
050	King William County Public Schools	48,618	49,740	2.31%	49,691	(0.10%)
051	Lancaster County Public Schools	47,480	45,972	(3.18%)	44,244	(3.76%)
052	Lee County Public Schools	39,243	41,757	6.41%	42,325	1.36%
053	Loudoun County Public Schools	61,485	64,284	4.55%	63,553	(1.14%)
054	Louisa County Public Schools	48,671	50,016	2.76%	46,986	(6.06%)
055	Lunenburg County Public Schools	44,401	44,658	0.58%	45,328	1.50%
056	Madison County Public Schools	44,490	42,804	(3.79%)	45,671	6.70%
057	Mathews County Public Schools	44,931	43,299	(3.63%)	44,109	1.87%
058	Mecklenburg County Public Schools	43,750	42,899	(1.94%)	42,299	(1.40%)
059	Middlesex County Public Schools	43,881	42,996	(2.02%)	46,031	7.06%
060	Montgomery County Public Schools	47,338	49,605	4.79%	47,938	(3.36%)

**Virginia Department of Education**  
**2015-2016 Salary Survey - Teachers**  
*Classroom Teacher Salary Survey (Including Librarians and Guidance Counselors)*

Division	Name	FY 2014 Actual Average Teacher Salary	FY 2015 Actual Average Teacher Salary	FY 2014 to FY 2015 Percent Increase/ (Decrease)	FY 2016 Budgeted Average Teacher Salary	FY 2015 to FY 2016 Percent Increase/ (Decrease)
062	Nelson County Public Schools	50,967	51,207	0.47%	48,900	(4.50%)
063	New Kent County Public Schools	46,996	47,282	0.61%	47,133	(0.32%)
065	Northampton County Public Schools	41,427	41,883	1.10%	45,367	8.32%
066	Northumberland County Public Schools	48,024	47,630	(0.82%)	48,260	1.32%
067	Nottoway County Public Schools	47,793	46,321	(3.08%)	46,411	0.19%
068	Orange County Public Schools	47,465	49,388	4.05%	51,561	4.40%
069	Page County Public Schools	43,358	44,398	2.40%	45,269	1.96%
070	Patrick County Public Schools	42,447	43,147	1.65%	43,498	0.81%
071	Pittsylvania County Public Schools	40,865	43,074	5.41%	42,653	(0.98%)
072	Powhatan County Public Schools	51,846	52,829	1.90%	53,839	1.91%
073	Prince Edward County Public Schools	42,916	41,386	(3.56%)	44,977	8.68%
074	Prince George County Public Schools	51,816	51,766	(0.10%)	53,353	3.07%
075	Prince William County Public Schools	62,046	63,521	2.38%	61,667	(2.92%)
077	Pulaski County Public Schools	45,209	44,823	(0.85%)	43,805	(2.27%)
078	Rappahannock County Public Schools	51,519	51,609	0.17%	54,314	5.24%
079	Richmond County Public Schools	49,185	48,865	(0.65%)	49,071	0.42%
080	Roanoke County Public Schools	49,968	49,719	(0.50%)	51,736	4.06%
081	Rockbridge County Public Schools	45,971	47,534	3.40%	48,485	2.00%
082	Rockingham County Public Schools	47,503	48,941	3.03%	50,032	2.23%
083	Russell County Public Schools	38,804	39,079	0.71%	40,356	3.27%
084	Scott County Public Schools	45,962	46,362	0.87%	45,029	(2.88%)
085	Shenandoah County Public Schools	46,694	47,424	1.56%	51,329	8.23%
086	Smyth County Public Schools	43,259	43,223	(0.08%)	43,532	0.72%
087	Southampton County Public Schools	43,171	44,819	3.82%	46,056	2.76%
088	Spotsylvania County Public Schools	53,178	54,212	1.94%	56,118	3.52%
089	Stafford County Public Schools	53,031	53,303	0.51%	51,930	(2.58%)
090	Surry County Public Schools	50,198	51,163	1.92%	48,453	(5.30%)
091	Sussex County Public Schools	52,978	49,901	(5.81%)	62,639	25.53%
092	Tazewell County Public Schools	38,762	37,499	(3.26%)	34,986	(6.70%)
093	Warren County Public Schools	47,916	47,289	(1.31%)	47,164	(0.26%)
094	Washington County Public Schools	47,414	47,751	0.71%	47,812	0.13%
095	Westmoreland County Public Schools	44,675	45,297	1.39%	45,100	(0.43%)
096	Wise County Public Schools	49,693	47,463	(4.49%)	39,728	(16.30%)
097	Wythe County Public Schools	47,288	46,744	(1.15%)	47,161	0.89%
098	York County Public Schools	49,883	51,247	2.73%	52,531	2.51%
<b>Cities</b>						
101	Alexandria City Public Schools	72,942	73,675	1.00%	75,604	2.62%
102	Bristol City Public Schools	43,926	42,972	(2.17%)	48,078	11.88%
103	Buena Vista City Public Schools	40,483	40,131	(0.87%)	41,979	4.60%
104	Charlottesville City Public Schools	54,886	56,214	2.42%	57,311	1.95%
106	Colonial Heights City Public Schools	51,300	50,153	(2.24%)	50,464	0.62%
107	Covington City Public Schools	51,141	48,040	(6.06%)	51,109	6.39%
108	Danville City Public Schools	47,879	47,712	(0.35%)	47,239	(0.99%)
109	Falls Church City Public Schools	66,589	69,686	4.65%	75,564	8.43%
110	Fredericksburg City Public Schools	49,493	51,498	4.05%	52,655	2.25%
111	Galax City Public Schools	46,328	47,259	2.01%	48,105	1.79%
112	Hampton City Public Schools	47,516	47,413	(0.22%)	44,662	(5.80%)
113	Harrisonburg City Public Schools	43,974	43,616	(0.81%)	43,990	0.86%
114	Hopewell City Public Schools	48,013	45,443	(5.35%)	52,017	14.47%
115	Lynchburg City Public Schools	39,037	47,337	21.26%	74,461	57.30%
116	Martinsville City Public Schools	43,210	46,839	8.40%	48,345	3.22%
117	Newport News City Public Schools	49,682	50,219	1.08%	51,148	1.85%
118	Norfolk City Public Schools	49,908	48,118	(3.59%)	48,955	1.74%
119	Norton City Public Schools	41,463	39,660	(4.35%)	39,390	(0.68%)
120	Petersburg City Public Schools	42,150	42,814	1.58%	42,858	0.10%
121	Portsmouth City Public Schools	38,872	51,576	32.68%	50,100	(2.86%)
122	Radford City Public Schools	50,428	50,288	(0.28%)	50,720	0.86%
123	Richmond City Public Schools	50,148	50,522	0.75%	53,778	6.44%
124	Roanoke City Public Schools	50,509	47,845	(5.27%)	46,538	(2.73%)
126	Staunton City Public Schools	46,730	46,208	(1.12%)	49,002	6.05%
127	Suffolk City Public Schools	49,809	51,375	3.14%	50,611	(1.49%)

**Virginia Department of Education  
2015-2016 Salary Survey - Teachers**

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

Division	Name	FY 2014 Actual Average Teacher Salary	FY 2015 Actual Average Teacher Salary	FY 2014 to FY 2015 Percent Increase/ (Decrease)	FY 2016 Budgeted Average Teacher Salary	FY 2015 to FY 2016 Percent Increase/ (Decrease)
128	Virginia Beach City Public Schools	56,048	56,128	0.14%	55,544	(1.04%)
130	Waynesboro City Public Schools	47,484	44,594	(6.09%)	49,660	11.36%
131	Williamsburg Public Schools <sup>3</sup>	52,920	54,554	3.09%	53,123	(2.62%)
132	Winchester City Public Schools	53,910	54,376	0.86%	54,598	0.41%
135	Franklin City Public Schools	46,430	45,592	(1.80%)	39,625	(13.09%)
136	Chesapeake City Public Schools	56,484	56,156	(0.58%)	57,078	1.64%
137	Lexington City Public Schools	39,402	40,127	1.84%	41,889	4.39%
139	Salem City Public Schools	55,115	55,353	0.43%	59,420	7.35%
142	Poquoson City Public Schools	46,887	48,519	3.48%	49,523	2.07%
143	Manassas City Public Schools	62,534	64,124	2.54%	67,333	5.00%
144	Manassas Park City Public Schools	58,089	58,942	1.47%	62,097	5.35%
<b>Towns</b>						
202	Colonial Beach Public Schools	41,498	46,141	11.19%	47,266	2.44%
207	West Point Public Schools	37,914	39,637	4.55%	40,826	3.00%
<b>Average for School Divisions<sup>4</sup>:</b>		<b>52,949</b>	<b>54,494</b>	<b>2.92%</b>	<b>55,554</b>	<b>1.95%</b>

**Governor's Schools**

260	Central Virginia Governor's School	72,865	61,785	(15.21%)	63,021	2.00%
261	Southwest Virginia Governor's School	51,974	53,383	2.71%	49,423	(7.42%)
262	Governor's School For The Arts	43,117	45,031	4.44%	40,959	(9.04%)
263	Roanoke Valley Governor's School	58,524	54,885	(6.22%)	54,456	(0.78%)
264	New Horizons Governor's School	53,770	52,708	(1.98%)	54,818	4.00%
265	Shenandoah Valley Governor's School	51,891	53,934	3.94%	52,098	(3.40%)
266	Governor's School Global Economics/Tech	47,547	53,090	11.66%	52,579	(0.96%)
267	Appomattox Regional Governor's School	42,026	43,889	4.43%	45,250	3.10%
268	A. Linwood Holton Governor's School	44,238	44,729	1.11%	54,000	20.73%
269	Chesapeake Bay Governor's School	46,999	51,268	9.08%	52,122	1.67%
270	Commonwealth Governor's School	59,574	58,799	(1.30%)	59,515	1.22%
271	Maggie L. Walker Governor's School	54,978	56,131	2.10%	50,678	(9.71%)
272	Thomas Jefferson High School	79,492	81,346	2.33%	83,728	2.93%
273	Blue Ridge Governor's School	41,580	41,805	0.54%	42,432	1.50%
274	Jackson River Governor's School	-	-	-	-	-
275	Massanutten Governor's School	57,427	60,005	4.49%	61,681	2.79%
276	Piedmont Governor's School	52,267	52,179	(0.17%)	53,318	2.18%
277	Mountain Vista Governor's School	66,890	67,448	0.83%	70,078	3.90%
278	Governor's School at Innovation Park	65,245	60,538	(7.21%)	63,147	4.31%
<b>Average for Governor's Schools<sup>4</sup>:</b>		<b>61,135</b>	<b>62,181</b>	<b>1.71%</b>	<b>62,262</b>	<b>0.13%</b>

**Special Education Regional Programs**

280	Cooperative Centers For Exceptional Children	43,331	44,666	3.08%	45,531	1.94%
281	Middle Peninsula Special Education Program	43,053	41,979	(2.50%)	42,785	1.92%
282	Laurel Regional Special Education Center	51,595	48,628	(5.75%)	49,600	2.00%
283	Northern Neck Special Education Program	39,727	38,064	(4.18%)	45,502	19.54%
284	Northwestern Regional Education Program	51,449	52,644	2.32%	54,082	2.73%
285	Peninsula Area Cooperative Education Services	44,555	48,108	7.97%	48,119	0.02%
286	Piedmont Regional Education Program	44,926	46,461	3.42%	64,810	39.49%
287	Shenandoah Valley Regional Program	50,927	54,162	6.35%	48,151	(11.10%)
288	Southeastern Cooperative Educational Program	46,357	47,144	1.70%	48,536	2.95%
290	N. Virginia Regional Special Education Program	58,998	61,589	4.39%	61,589	0.00%
292	Henry Co/Martinsville Regional Program	41,529	42,397	2.09%	44,116	4.05%
299	Roanoke Valley Regional Board	46,657	45,815	(1.80%)	46,417	1.31%
<b>Average for Special Education Programs<sup>4</sup>:</b>		<b>50,730</b>	<b>52,202</b>	<b>2.90%</b>	<b>54,022</b>	<b>3.49%</b>

**Career and Technical Education Regional Programs**

301	Charlottesville-Albemarle Vocational-Technical	62,216	65,764	5.70%	57,497	(12.57%)
302	Jackson River Technical Center	47,818	48,373	1.16%	47,509	(1.79%)
304	Massanutten Technical Center	51,637	51,617	(0.04%)	58,769	13.86%
306	Valley Vocational-Technical Center	51,838	51,674	(0.32%)	49,385	(4.43%)
307	New Horizons Regional Education Center	52,053	53,347	2.49%	66,611	24.86%
308	P. D. Pruden Vocational-Technical Center	49,254	47,612	(3.33%)	52,894	11.09%

**Virginia Department of Education**  
**2015-2016 Salary Survey - Teachers**  
*Classroom Teacher Salary Survey (Including Librarians and Guidance Counselors)*

Division	Name	FY 2014 Actual Average Teacher Salary	FY 2015 Actual Average Teacher Salary	FY 2014 to FY 2015 Percent Increase/ (Decrease)	FY 2016 Budgeted Average Teacher Salary	FY 2015 to FY 2016 Percent Increase/ (Decrease)
309	Rowanty Vocational-Technical Center	50,911	47,785	(6.14%)	50,535	5.76%
310	Northern Neck Vocational-Technical Center	47,412	46,250	(2.45%)	49,949	8.00%
311	Amelia-Nottoway Vocational-Technical Center	48,324	42,722	(11.59%)	40,850	(4.38%)
313	Bridging Communities Career and Technical Center	46,285	43,676	(5.64%)	46,663	6.84%
<b>Average for Career and Technical Education Programs<sup>4</sup>:</b>		<b>51,194</b>	<b>50,618</b>	<b>(1.13%)</b>	<b>54,127</b>	<b>6.93%</b>

**Regional Alternative Education Programs**

401	Lynchburg City Secondary Alternative	49,259	44,074	(10.53%)	44,956	2.00%
402	Enterprise Academy/Newport News City	53,224	54,764	2.89%	55,927	2.12%
403	Tidewater Regional Alternative Education	43,697	42,372	(3.03%)	42,222	(0.35%)
404	Regional Alternative Plus Self Project/Roanoke	45,244	41,667	(7.91%)	41,667	0.00%
405	Transition Support Resource Center/Fairfax	89,947	80,328	(10.70%)	82,919	3.23%
406	Project Return/Fluvanna County	41,865	42,000	0.32%	42,000	0.00%
407	Behav Disord Youth/Montgomery	44,246	43,832	(0.94%)	44,992	2.65%
408	Petersburg Regional Alternative	40,600	39,848	(1.85%)	39,500	(0.87%)
409	Regional Alternative/Pittsylvania Co	38,509	32,386	(15.90%)	32,386	0.00%
410	Project Return/Powhatan Co	54,416	56,595	4.00%	57,444	1.50%
411	Crossroads Alternative/Bristol City	38,017	38,154	0.36%	52,667	38.04%
412	Metro Richmond Alternative Ed	43,004	45,629	6.10%	46,173	1.19%
413	Regional Alternative Ed/Stafford Co	45,206	58,947	30.40%	-	
414	Southside L.I.N.K. Project/Brunswick Co	47,175	54,048	14.57%	55,129	2.00%
415	Regional Alternative Ed/King William	26,654	28,132	5.54%	35,143	24.92%
416	New Dominion/Prince William Co	61,076	62,399	2.17%	56,560	(9.36%)
417	Project Bridge/Russell Co	33,301	32,023	(3.84%)	37,610	17.45%
418	Regional Alternative/Wythe Co	41,480	41,624	0.35%	50,176	20.54%
420	Piedmont Alternative School	42,062	44,348	5.44%	46,513	4.88%
421	Northern Neck Regional Alternative Education	45,019	45,758	1.64%	46,664	1.98%
422	Shenandoah Valley Reg Alternative Ed/Genesis	43,042	42,090	(2.21%)	44,418	5.53%
423	Breaking Barriers Alternative Ed/Henry Co	38,700	41,100	6.20%	43,200	5.11%
424	Carroll/Galax/Joy Ranch Reg Alternative Ed	36,609	37,582	2.66%	38,709	3.00%
426	Regional Learning Academy/Wise Co	54,966	55,092	0.23%	53,425	(3.03%)
427	Regional Community Alternative Ed Continuum	45,596	47,665	4.54%	47,836	0.36%
428	Project Renew/Northampton Co	33,243	33,994	2.26%	33,947	(0.14%)
429	Renaissance/Scott Co	46,772	46,691	(0.17%)	46,739	0.10%
431	Regional Alternative Education Center/Buena Vista	40,566	38,852	(4.23%)	38,852	(0.00%)
<b>Average for Alternative Education Programs<sup>4</sup>:</b>		<b>46,994</b>	<b>47,186</b>	<b>0.41%</b>	<b>47,821</b>	<b>1.35%</b>

**Statewide Average<sup>4</sup>: 53,818 54,486 1.24% 55,553 1.96%**

- <sup>1</sup> Data for Fairfax City is reported with Fairfax County
- <sup>2</sup> Data for Emporia City is reported with Greensville County.
- <sup>3</sup> Data for James City County is reported with Williamsburg City.
- <sup>4</sup> Average calculated on the basis of statewide totals.

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



**Virginia Department of Education  
2015-2016 Salary Survey - Principals**

Division	Name	FY 2014 Actual Average Principal Salary	FY 2015 Actual Average Principal Salary	FY 2014 to FY 2015 Percent Increase/ (Decrease)	FY 2016 Budgeted Average Principal Salary	FY 2015 to FY 2016 Percent Increase/ (Decrease)
----------	------	---	---	--	--	---

**School Divisions**

**Counties**

001	Accomack County Public Schools	81,522	86,843	6.53%	87,116	0.31%
002	Albemarle County Public Schools	40,949	101,299	147.38%	103,908	2.57%
003	Alleghany County Public Schools	80,839	81,789	1.17%	82,456	0.82%
004	Amelia County Public Schools	86,616	83,800	(3.25%)	87,325	4.21%
005	Amherst County Public Schools	78,387	75,120	(4.17%)	78,283	4.21%
006	Appomattox County Public Schools	74,130	77,861	5.03%	79,418	2.00%
007	Arlington County Public Schools	140,745	143,205	1.75%	143,341	0.09%
008	Augusta County Public Schools	84,336	86,137	2.13%	87,758	1.88%
009	Bath County Public Schools	65,704	68,378	4.07%	69,745	2.00%
010	Bedford County Public Schools	79,842	77,836	(2.51%)	83,260	6.97%
011	Bland County Public Schools	59,968	57,860	(3.51%)	68,076	17.65%
012	Botetourt County Public Schools	96,486	95,218	(1.31%)	95,718	0.53%
013	Brunswick County Public Schools	79,402	81,383	2.49%	83,600	2.72%
014	Buchanan County Public Schools	58,022	58,646	1.08%	75,249	28.31%
015	Buckingham County Public Schools	79,343	79,343	0.00%	85,810	8.15%
016	Campbell County Public Schools	95,892	96,966	1.12%	99,397	2.51%
017	Caroline County Public Schools	87,033	84,331	(3.11%)	87,083	3.26%
018	Carroll County Public Schools	72,084	73,510	1.98%	76,684	4.32%
019	Charles City County Public Schools	84,289	82,203	(2.47%)	85,126	3.55%
020	Charlotte County Public Schools	70,001	74,096	5.85%	76,538	3.30%
021	Chesterfield County Public Schools	88,715	90,252	1.73%	91,086	0.92%
022	Clarke County Public Schools	106,695	98,730	(7.47%)	99,256	0.53%
023	Craig County Public Schools	68,123	66,623	(2.20%)	67,611	1.48%
024	Culpeper County Public Schools	95,887	98,417	2.64%	100,530	2.15%
025	Cumberland County Public Schools	79,432	79,032	(0.50%)	80,706	2.12%
026	Dickenson County Public Schools	73,933	75,793	2.52%	77,600	2.38%
027	Dinwiddie County Public Schools	74,480	85,026	14.16%	88,627	4.24%
028	Essex County Public Schools	80,624	85,693	6.29%	89,397	4.32%
029	Fairfax County Public Schools <sup>1</sup>	125,519	128,155	2.10%	134,179	4.70%
030	Fauquier County Public Schools	95,007	98,076	3.23%	101,004	2.98%
031	Floyd County Public Schools	74,833	75,463	0.84%	74,879	(0.77%)
032	Fluvanna County Public Schools	88,400	91,730	3.77%	93,968	2.44%
033	Franklin County Public Schools	80,132	77,983	(2.68%)	73,449	(5.81%)
034	Frederick County Public Schools	96,495	97,565	1.11%	101,535	4.07%
035	Giles County Public Schools	77,093	80,730	4.72%	81,628	1.11%
036	Gloucester County Public Schools	86,642	84,748	(2.19%)	85,647	1.06%
037	Goochland County Public Schools	85,799	86,142	0.40%	87,211	1.24%
038	Grayson County Public Schools	61,586	72,807	18.22%	60,862	(16.41%)
039	Greene County Public Schools	73,945	81,576	10.32%	103,881	27.34%
040	Greensville County Public Schools <sup>2</sup>	72,094	72,728	0.88%	81,704	12.34%
041	Halifax County Public Schools	68,048	68,352	0.45%	78,226	14.44%
042	Hanover County Public Schools	97,132	99,126	2.05%	101,090	1.98%
043	Henrico County Public Schools	99,547	93,899	(5.67%)	98,439	4.83%
044	Henry County Public Schools	77,661	80,840	4.09%	76,849	(4.94%)
045	Highland County Public Schools	69,630	70,989	1.95%	73,118	3.00%
046	Isle Of Wight County Public Schools	85,904	85,679	(0.26%)	87,191	1.76%
048	King George County Public Schools	84,145	89,553	6.43%	94,983	6.06%
049	King And Queen County Public Schools	77,994	81,333	4.28%	80,206	(1.39%)
050	King William County Public Schools	91,577	91,836	0.28%	93,213	1.50%
051	Lancaster County Public Schools	88,864	84,244	(5.20%)	87,205	3.52%
052	Lee County Public Schools	57,034	62,689	9.91%	63,984	2.07%
053	Loudoun County Public Schools	120,131	118,378	(1.46%)	126,719	7.05%
054	Louisa County Public Schools	86,390	90,825	5.13%	87,953	(3.16%)
055	Lunenburg County Public Schools	72,747	73,780	1.42%	66,174	(10.31%)
056	Madison County Public Schools	94,681	92,551	(2.25%)	91,825	(0.78%)
057	Mathews County Public Schools	70,682	77,742	9.99%	79,628	2.43%
058	Mecklenburg County Public Schools	70,901	67,615	(4.63%)	73,460	8.64%
059	Middlesex County Public Schools	72,414	73,092	0.94%	75,633	3.48%
060	Montgomery County Public Schools	80,144	83,412	4.08%	84,841	1.71%

**Virginia Department of Education  
2015-2016 Salary Survey - Principals**

Division	Name	FY 2014 Actual Average Principal Salary	FY 2015 Actual Average Principal Salary	FY 2014 to FY 2015 Percent Increase/ (Decrease)	FY 2016 Budgeted Average Principal Salary	FY 2015 to FY 2016 Percent Increase/ (Decrease)
062	Nelson County Public Schools	93,017	88,156	(5.23%)	89,648	1.69%
063	New Kent County Public Schools	86,764	86,621	(0.17%)	88,432	2.09%
065	Northampton County Public Schools	77,827	81,850	5.17%	83,210	1.66%
066	Northumberland County Public Schools	93,628	82,313	(12.08%)	84,783	3.00%
067	Nottoway County Public Schools	84,339	81,574	(3.28%)	82,769	1.46%
068	Orange County Public Schools	86,080	89,860	4.39%	86,917	(3.28%)
069	Page County Public Schools	75,568	73,845	(2.28%)	76,832	4.04%
070	Patrick County Public Schools	68,427	69,226	1.17%	68,439	(1.14%)
071	Pittsylvania County Public Schools	77,625	78,316	0.89%	79,231	1.17%
072	Powhatan County Public Schools	91,644	94,164	2.75%	98,873	5.00%
073	Prince Edward County Public Schools	77,637	78,014	0.48%	81,406	4.35%
074	Prince George County Public Schools	90,147	84,092	(6.72%)	96,239	14.44%
075	Prince William County Public Schools	120,046	131,822	9.81%	119,958	(9.00%)
077	Pulaski County Public Schools	82,919	81,907	(1.22%)	83,255	1.65%
078	Rappahannock County Public Schools	89,668	91,012	1.50%	92,377	1.50%
079	Richmond County Public Schools	81,717	83,604	2.31%	85,189	1.90%
080	Roanoke County Public Schools	93,719	96,328	2.78%	94,697	(1.69%)
081	Rockbridge County Public Schools	80,506	81,298	0.98%	82,677	1.70%
082	Rockingham County Public Schools	86,389	87,571	1.37%	89,565	2.28%
083	Russell County Public Schools	68,599	70,397	2.62%	71,951	2.21%
084	Scott County Public Schools	76,661	76,975	0.41%	76,385	(0.77%)
085	Shenandoah County Public Schools	95,708	93,425	(2.39%)	95,591	2.32%
086	Smyth County Public Schools	78,487	78,330	(0.20%)	80,940	3.33%
087	Southampton County Public Schools	76,123	79,586	4.55%	80,047	0.58%
088	Spotsylvania County Public Schools	108,962	111,005	1.87%	114,241	2.92%
089	Stafford County Public Schools	100,782	105,175	4.36%	107,634	2.34%
090	Surry County Public Schools	71,417	90,865	27.23%	84,703	(6.78%)
091	Sussex County Public Schools	86,623	88,404	2.06%	116,477	31.76%
092	Tazewell County Public Schools	74,874	68,374	(8.68%)	68,031	(0.50%)
093	Warren County Public Schools	92,615	94,001	1.50%	93,046	(1.02%)
094	Washington County Public Schools	85,247	83,859	(1.63%)	85,117	5.11%
095	Westmoreland County Public Schools	75,949	76,956	1.33%	79,238	2.96%
096	Wise County Public Schools	81,276	73,925	(9.04%)	120,822	63.44%
097	Wythe County Public Schools	83,991	84,702	0.85%	85,251	0.65%
098	York County Public Schools	82,663	84,647	2.40%	88,246	4.25%
<b>Cities</b>						
101	Alexandria City Public Schools	128,852	135,679	5.30%	135,310	(0.27%)
102	Bristol City Public Schools	82,090	79,405	(3.27%)	81,623	2.79%
103	Buena Vista City Public Schools	47,726	46,598	(2.37%)	73,655	58.07%
104	Charlottesville City Public Schools	96,043	98,625	2.69%	101,090	2.50%
106	Colonial Heights City Public Schools	86,805	86,770	(0.04%)	89,295	2.91%
107	Covington City Public Schools	81,608	75,399	(7.61%)	79,169	5.00%
108	Danville City Public Schools	77,093	76,270	(1.07%)	78,730	3.23%
109	Falls Church City Public Schools	130,335	128,639	(1.30%)	132,735	3.18%
110	Fredericksburg City Public Schools	107,997	109,054	0.98%	113,961	4.50%
111	Galax City Public Schools	69,351	74,668	7.67%	74,355	(0.42%)
112	Hampton City Public Schools	85,601	85,642	0.05%	77,900	(9.04%)
113	Harrisonburg City Public Schools	93,208	94,008	0.86%	96,169	2.30%
114	Hopewell City Public Schools	88,213	87,081	(1.28%)	85,145	(2.22%)
115	Lynchburg City Public Schools	94,929	95,436	0.53%	88,920	(6.83%)
116	Martinsville City Public Schools	83,886	83,723	(0.19%)	88,055	5.17%
117	Newport News City Public Schools	82,009	88,408	7.80%	85,467	(3.33%)
118	Norfolk City Public Schools	94,668	96,396	1.82%	96,428	0.03%
119	Norton City Public Schools	75,659	77,037	1.82%	79,450	3.13%
120	Petersburg City Public Schools	76,348	78,418	2.71%	84,792	8.13%
121	Portsmouth City Public Schools	89,226	91,337	2.37%	93,034	1.86%
122	Radford City Public Schools	84,613	83,430	(1.40%)	85,099	2.00%
123	Richmond City Public Schools	89,714	89,500	(0.24%)	90,810	1.46%
124	Roanoke City Public Schools	79,556	86,763	9.06%	86,653	(0.13%)
126	Staunton City Public Schools	78,642	79,998	1.72%	82,920	3.65%
127	Suffolk City Public Schools	82,401	85,562	3.84%	91,004	6.36%
128	Virginia Beach City Public Schools	95,502	98,787	3.44%	99,787	1.01%

**Virginia Department of Education  
2015-2016 Salary Survey - Principals**

Division	Name	FY 2014 Actual Average Principal Salary	FY 2015 Actual Average Principal Salary	FY 2014 to FY 2015 Percent Increase/ (Decrease)	FY 2016 Budgeted Average Principal Salary	FY 2015 to FY 2016 Percent Increase/ (Decrease)
130	Waynesboro City Public Schools	83,799	78,196	(6.69%)	84,851	8.51%
131	Williamsburg Public Schools <sup>3</sup>	86,179	84,995	(1.37%)	89,415	5.20%
132	Winchester City Public Schools	94,255	95,133	0.93%	96,791	1.74%
135	Franklin City Public Schools	77,596	74,563	(3.91%)	78,760	5.63%
136	Chesapeake City Public Schools	97,834	95,243	(2.65%)	94,493	(0.79%)
137	Lexington City Public Schools	71,874	67,613	(5.93%)	70,525	4.31%
139	Salem City Public Schools	87,705	94,754	8.04%	94,754	(0.00%)
142	Poquoson City Public Schools	85,913	87,860	2.27%	90,040	2.48%
143	Manassas City Public Schools	114,350	119,374	4.39%	123,597	3.54%
144	Manassas Park City Public Schools	121,215	126,740	4.56%	129,075	1.84%
<b>Towns</b>						
202	Colonial Beach Public Schools	69,701	72,171	3.54%	79,466	10.11%
207	West Point Public Schools	83,756	88,518	5.69%	90,955	2.75%
<b>Average for School Divisions<sup>4</sup>:</b>		<b>95,739</b>	<b>97,153</b>	<b>1.48%</b>	<b>99,349</b>	<b>2.26%</b>

**Governor's Schools**

260	Central Virginia Governor's School	95,013	96,913	2.00%	98,852	2.00%
261	Southwest Virginia Governor's School	89,380	89,380	0.00%	91,167	2.00%
262	Governor's School For The Arts	102,113	102,113	(0.00%)	104,155	2.00%
263	Roanoke Valley Governor's School	102,447	105,848	3.32%	109,538	3.49%
264	New Horizons Governor's School	-	-	-	-	-
265	Shenandoah Valley Governor's School	69,506	71,870	3.40%	72,948	1.50%
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	119,098	122,680	3.01%	125,110	1.98%
272	Thomas Jefferson High School	137,532	141,209	2.67%	146,831	3.98%
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	102,099	103,042	0.92%	105,583	2.47%
278	Governor's School at Innovation Park	89,703	92,394	3.00%	96,119	4.03%
<b>Average for Governor's Schools<sup>4</sup>:</b>		<b>101,104</b>	<b>103,176</b>	<b>2.05%</b>	<b>105,985</b>	<b>2.72%</b>

**Special Education Regional Programs**

280	Cooperative Centers For Exceptional Children	-	-	-	-	-
281	Middle Peninsula Special Education Program	-	-	-	-	-
282	Laurel Regional Special Education Center	74,404	68,011	(8.59%)	69,371	2.00%
283	Northern Neck Special Education Program	-	-	-	-	-
284	Northwestern Regional Education Program	99,138	101,914	2.80%	106,219	4.22%
285	Peninsula Area Cooperative Education Services	-	-	-	-	-
286	Piedmont Regional Education Program	42,374	36,420	(14.05%)	148,822	308.62%
287	Shenandoah Valley Regional Program	-	-	-	-	-
288	Southeastern Cooperative Educational Program	83,419	86,966	4.25%	90,870	4.49%
290	N. Virginia Regional Special Education Program	115,660	122,658	6.05%	122,658	0.00%
292	Henry Co/Martinsville Regional Program	-	-	-	-	-
299	Roanoke Valley Regional Board	-	-	-	-	-
<b>Average for Special Education Programs<sup>4</sup>:</b>		<b>81,195</b>	<b>82,458</b>	<b>1.56%</b>	<b>95,861</b>	<b>16.25%</b>

**Career and Technical Education Regional Programs**

301	Charlottesville-Albemarle Vocational-Technical	99,642	99,113	(0.53%)	85,000	(14.24%)
302	Jackson River Technical Center	85,480	86,848	1.60%	87,109	0.30%
304	Massanutten Technical Center	98,303	100,245	1.98%	103,000	2.75%
306	Valley Vocational-Technical Center	86,292	89,226	3.40%	90,564	1.50%
307	New Horizons Regional Education Center	87,363	88,748	1.59%	90,068	1.49%
308	P. D. Pruden Vocational-Technical Center	79,653	99,447	24.85%	83,686	(15.85%)
309	Rowanty Vocational-Technical Center	99,466	111,566	12.16%	87,550	(21.53%)

**Virginia Department of Education  
2015-2016 Salary Survey - Principals**

Division	Name	FY 2014 Actual Average Principal Salary	FY 2015 Actual Average Principal Salary	FY 2014 to FY 2015 Percent Increase/ (Decrease)	FY 2016 Budgeted Average Principal Salary	FY 2015 to FY 2016 Percent Increase/ (Decrease)
310	Northern Neck Vocational-Technical Center	85,500	86,783	1.50%	90,783	4.61%
311	Amelia-Nottoway Vocational-Technical Center	77,000	77,000	0.00%	78,155	1.50%
313	Bridging Communities Career and Technical Center	-	-		-	
<b>Average for Career and Technical Education Programs<sup>4</sup>:</b>		<b>89,217</b>	<b>93,198</b>	<b>4.46%</b>	<b>89,033</b>	<b>(4.47%)</b>

**Regional Alternative Education Programs**

401	Lynchburg City Secondary Alternative	-	-		-	
402	Enterprise Academy/Newport News City	116,074	93,263	(19.65%)	88,470	(5.14%)
403	Tidewater Regional Alternative Education	78,183	70,205	(10.20%)	73,833	5.17%
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	63,585	63,585	0.00%	65,000	2.23%
409	Regional Alternative/Pittsylvania Co	81,968	83,616	2.01%	83,616	0.00%
410	Project Return/Powhatan Co	-	-		-	
411	Crossroads Alternative/Bristol City	-	-		-	
412	Metro Richmond Alternative Ed	-	-		70,000	
413	Regional Alternative Ed/Stafford Co	-	-		-	
414	Southside L.I.N.K. Project/Brunswick Co	-	-		-	
415	Regional Alternative Ed/King William	104,015	97,009	(6.74%)	96,790	(0.22%)
416	New Dominion/Prince William Co	95,167	98,022	3.00%	114,960	17.28%
417	Project Bridge/Russell Co	-	-		-	
418	Regional Alternative/Wythe Co	-	-		-	
420	Piedmont Alternative School	77,000	77,000	0.00%	78,155	1.50%
421	Northern Neck Regional Alternative Education	-	-		-	
422	Shenandoah Valley Reg Alternative Ed/Genesis	-	-		-	
423	Breaking Barriers Alternative Ed/Henry Co	56,981	74,739	31.17%	75,300	0.75%
424	Carroll/Galax/Joy Ranch Reg Alternative Ed	-	-		-	
426	Regional Learning Academy/Wise Co	-	-		-	
427	Regional Community Alternative Ed Continuum	92,769	93,269	0.54%	96,068	3.00%
428	Project Renew/Northampton Co	-	-		-	
429	Renaissance/Scott Co	-	-		-	
431	Regional Alternative Education Center/Buena Vista	-	-		-	
<b>Average for Alternative Education Programs<sup>4</sup>:</b>		<b>85,582</b>	<b>83,248</b>	<b>(2.73%)</b>	<b>86,702</b>	<b>4.15%</b>

**Statewide Average<sup>4</sup>:                    95,431                    96,845                    1.48%                    99,221                    2.45%**

<sup>1</sup> Data for Fairfax City is reported with Fairfax County.  
<sup>2</sup> Data for Emporia City is reported with Greensville County.  
<sup>3</sup> Data for James City County is reported with Williamsburg City.  
<sup>4</sup> Average calculated on the basis of statewide totals.

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

**Virginia Department of Education  
2015-2016 Salary Survey - Assistant Principals**

Division	Name	FY 2014 Actual Average Assistant Principal Salary	FY 2015 Actual Average Assistant Principal Salary	FY 2014 to FY 2015 Percent Increase/ (Decrease)	FY 2016 Budgeted Average Assistant Principal Salary	FY 2015 to FY 2016 Percent Increase/ (Decrease)
----------	------	--	--	---	--	---

**School Divisions**

**Counties**

001	Accomack County Public Schools	70,599	73,768	4.49%	73,768	0.00%
002	Albemarle County Public Schools	40,949	82,374	101.16%	84,914	3.08%
003	Alleghany County Public Schools	73,893	75,482	2.15%	75,371	(0.15%)
004	Amelia County Public Schools	66,125	64,292	(2.77%)	65,534	1.93%
005	Amherst County Public Schools	69,300	68,047	(1.81%)	59,975	(11.86%)
006	Appomattox County Public Schools	62,880	62,900	0.03%	64,730	2.91%
007	Arlington County Public Schools	117,429	117,576	0.13%	120,853	2.79%
008	Augusta County Public Schools	66,728	68,542	2.72%	68,648	0.15%
009	Bath County Public Schools	-	-		-	
010	Bedford County Public Schools	70,424	63,637	(9.64%)	67,095	5.43%
011	Bland County Public Schools	-	-		-	
012	Botetourt County Public Schools	81,336	80,131	(1.48%)	80,631	0.62%
013	Brunswick County Public Schools	63,149	65,864	4.30%	67,000	1.72%
014	Buchanan County Public Schools	65,324	55,500	(15.04%)	55,500	0.00%
015	Buckingham County Public Schools	69,743	63,861	(8.43%)	71,865	12.53%
016	Campbell County Public Schools	69,965	71,974	2.87%	74,401	3.37%
017	Caroline County Public Schools	66,714	70,908	6.29%	75,000	5.77%
018	Carroll County Public Schools	59,820	67,116	12.20%	72,575	8.13%
019	Charles City County Public Schools	54,380	62,149	14.29%	61,345	(1.29%)
020	Charlotte County Public Schools	57,441	59,078	2.85%	61,722	4.47%
021	Chesterfield County Public Schools	64,360	66,910	3.96%	65,551	(2.03%)
022	Clarke County Public Schools	65,148	67,281	3.28%	68,029	1.11%
023	Craig County Public Schools	48,013	55,715	16.04%	56,551	1.50%
024	Culpeper County Public Schools	77,392	79,513	2.74%	75,818	(4.65%)
025	Cumberland County Public Schools	64,325	62,086	(3.48%)	74,503	20.00%
026	Dickenson County Public Schools	40,942	42,619	4.10%	52,000	22.01%
027	Dinwiddie County Public Schools	65,108	73,181	12.40%	71,952	(1.68%)
028	Essex County Public Schools	65,398	70,073	7.15%	71,631	2.22%
029	Fairfax County Public Schools <sup>1</sup>	107,964	104,062	(3.61%)	107,099	2.92%
030	Fauquier County Public Schools	76,521	74,489	(2.66%)	78,062	4.80%
031	Floyd County Public Schools	63,599	64,136	0.84%	66,720	4.03%
032	Fluvanna County Public Schools	66,056	68,549	3.77%	71,320	4.04%
033	Franklin County Public Schools	72,978	68,230	(6.51%)	68,155	(0.11%)
034	Frederick County Public Schools	76,518	80,580	5.31%	84,111	4.38%
035	Giles County Public Schools	57,172	59,768	4.54%	66,731	11.65%
036	Gloucester County Public Schools	60,044	61,390	2.24%	60,846	(0.88%)
037	Goochland County Public Schools	74,850	75,983	1.51%	77,512	2.01%
038	Grayson County Public Schools	56,004	60,308	7.69%	62,628	3.85%
039	Greene County Public Schools	59,108	68,183	15.35%	76,063	11.56%
040	Greensville County Public Schools <sup>2</sup>	54,032	52,231	(3.33%)	54,609	4.55%
041	Halifax County Public Schools	59,322	57,184	(3.61%)	58,854	2.92%
042	Hanover County Public Schools	70,898	71,720	1.16%	73,149	1.99%
043	Henrico County Public Schools	76,294	71,287	(6.56%)	72,708	1.99%
044	Henry County Public Schools	64,793	65,076	0.44%	65,023	(0.08%)
045	Highland County Public Schools	-	-		-	
046	Isle Of Wight County Public Schools	68,601	66,606	(2.91%)	67,709	1.66%
048	King George County Public Schools	79,769	77,371	(3.01%)	78,729	1.75%
049	King And Queen County Public Schools	57,115	-		-	
050	King William County Public Schools	68,938	70,317	2.00%	71,371	1.50%
051	Lancaster County Public Schools	65,916	63,103	(4.27%)	66,128	4.79%

**Virginia Department of Education**  
**2015-2016 Salary Survey - Assistant Principals**

Division	Name	FY 2014 Actual Average Assistant Principal Salary	FY 2015 Actual Average Assistant Principal Salary	FY 2014 to FY 2015 Percent Increase/ (Decrease)	FY 2016 Budgeted Average Assistant Principal Salary	FY 2015 to FY 2016 Percent Increase/ (Decrease)
052	Lee County Public Schools	49,608	46,167	(6.94%)	49,250	6.68%
053	Loudoun County Public Schools	86,433	91,313	5.65%	91,086	(0.25%)
054	Louisa County Public Schools	65,257	72,616	11.28%	73,061	0.61%
055	Lunenburg County Public Schools	59,062	60,241	2.00%	53,165	(11.75%)
056	Madison County Public Schools	64,070	65,789	2.68%	68,780	4.55%
057	Mathews County Public Schools	56,721	62,311	9.85%	63,438	1.81%
058	Mecklenburg County Public Schools	49,990	55,516	11.05%	51,597	(7.06%)
059	Middlesex County Public Schools	64,668	66,291	2.51%	68,334	3.08%
060	Montgomery County Public Schools	67,622	70,987	4.98%	72,497	2.13%
062	Nelson County Public Schools	75,712	68,829	(9.09%)	70,864	2.96%
063	New Kent County Public Schools	75,528	73,469	(2.73%)	74,868	1.90%
065	Northampton County Public Schools	68,769	66,155	(3.80%)	68,356	3.33%
066	Northumberland County Public Schools	68,462	67,890	(0.83%)	69,725	2.70%
067	Nottoway County Public Schools	71,650	72,280	0.88%	73,032	1.04%
068	Orange County Public Schools	75,069	76,725	2.21%	77,929	1.57%
069	Page County Public Schools	57,800	65,212	12.82%	67,911	4.14%
070	Patrick County Public Schools	61,607	61,055	(0.90%)	63,847	4.57%
071	Pittsylvania County Public Schools	62,237	62,066	(0.28%)	67,500	8.76%
072	Powhatan County Public Schools	79,430	81,787	2.97%	85,877	5.00%
073	Prince Edward County Public Schools	71,404	63,694	(10.80%)	69,483	9.09%
074	Prince George County Public Schools	67,836	64,363	(5.12%)	60,769	(5.58%)
075	Prince William County Public Schools	94,915	97,203	2.41%	93,081	(4.24%)
077	Pulaski County Public Schools	65,952	62,302	(5.53%)	57,560	(7.61%)
078	Rappahannock County Public Schools	73,427	77,624	5.72%	78,158	0.69%
079	Richmond County Public Schools	64,058	60,274	(5.91%)	61,230	1.59%
080	Roanoke County Public Schools	71,539	73,019	2.07%	75,530	3.44%
081	Rockbridge County Public Schools	62,593	61,262	(2.13%)	57,535	(6.08%)
082	Rockingham County Public Schools	71,541	72,809	1.77%	74,348	2.11%
083	Russell County Public Schools	61,582	55,994	(9.07%)	57,810	3.24%
084	Scott County Public Schools	63,735	64,733	1.57%	65,503	1.19%
085	Shenandoah County Public Schools	80,121	80,261	0.17%	74,342	(7.38%)
086	Smyth County Public Schools	72,172	70,871	(1.80%)	72,168	1.83%
087	Southampton County Public Schools	61,120	61,318	0.32%	61,899	0.95%
088	Spotsylvania County Public Schools	80,907	84,056	3.89%	86,636	3.07%
089	Stafford County Public Schools	85,843	86,416	0.67%	89,541	3.62%
090	Surry County Public Schools	58,598	66,264	13.08%	70,936	7.05%
091	Sussex County Public Schools	73,023	72,244	(1.07%)	94,302	30.53%
092	Tazewell County Public Schools	61,571	53,896	(12.46%)	62,914	16.73%
093	Warren County Public Schools	74,188	75,546	1.83%	75,019	(0.70%)
094	Washington County Public Schools	70,813	72,591	2.51%	72,016	(0.79%)
095	Westmoreland County Public Schools	61,207	62,721	2.47%	65,883	5.04%
096	Wise County Public Schools	63,647	58,457	(8.15%)	57,511	(1.62%)
097	Wythe County Public Schools	76,086	77,786	2.23%	77,227	(0.72%)
098	York County Public Schools	64,714	65,833	1.73%	68,591	4.19%
<b>Cities</b>						
101	Alexandria City Public Schools	101,552	99,748	(1.78%)	103,419	3.68%
102	Bristol City Public Schools	76,380	74,642	(2.28%)	78,844	5.63%
103	Buena Vista City Public Schools	57,866	57,866	0.00%	61,762	6.73%
104	Charlottesville City Public Schools	71,725	72,587	1.20%	74,402	2.50%
106	Colonial Heights City Public Schools	74,537	73,084	(1.95%)	76,240	4.32%
107	Covington City Public Schools	76,750	66,194	(13.75%)	72,654	9.76%
108	Danville City Public Schools	56,616	66,278	17.06%	61,994	(6.46%)

**Virginia Department of Education**  
**2015-2016 Salary Survey - Assistant Principals**

Division	Name	FY 2014 Actual Average Assistant Principal Salary	FY 2015 Actual Average Assistant Principal Salary	FY 2014 to FY 2015 Percent Increase/ (Decrease)	FY 2016 Budgeted Average Assistant Principal Salary	FY 2015 to FY 2016 Percent Increase/ (Decrease)
109	Falls Church City Public Schools	104,287	98,993	(5.08%)	103,488	4.54%
110	Fredericksburg City Public Schools	88,143	89,164	1.16%	93,189	4.51%
111	Galax City Public Schools	60,526	61,945	2.34%	64,263	3.74%
112	Hampton City Public Schools	63,907	63,889	(0.03%)	67,180	5.15%
113	Harrisonburg City Public Schools	73,687	71,935	(2.38%)	72,776	1.17%
114	Hopewell City Public Schools	62,002	62,747	1.20%	77,456	23.44%
115	Lynchburg City Public Schools	64,880	59,819	(7.80%)	57,000	(4.71%)
116	Martinsville City Public Schools	64,311	66,809	3.88%	66,153	(0.98%)
117	Newport News City Public Schools	71,408	73,364	2.74%	66,822	(8.92%)
118	Norfolk City Public Schools	70,799	70,887	0.12%	71,874	1.39%
119	Norton City Public Schools	62,927	61,752	(1.87%)	61,962	0.34%
120	Petersburg City Public Schools	48,553	54,671	12.60%	54,637	(0.06%)
121	Portsmouth City Public Schools	68,733	71,350	3.81%	76,144	6.72%
122	Radford City Public Schools	69,370	70,757	2.00%	66,667	(5.78%)
123	Richmond City Public Schools	70,802	71,411	0.86%	72,943	2.15%
124	Roanoke City Public Schools	59,427	60,402	1.64%	62,201	2.98%
126	Staunton City Public Schools	68,338	70,452	3.09%	71,076	0.89%
127	Suffolk City Public Schools	65,235	66,345	1.70%	71,617	7.95%
128	Virginia Beach City Public Schools	71,832	74,852	4.20%	80,659	7.76%
130	Waynesboro City Public Schools	67,908	69,521	2.38%	70,254	1.05%
131	Williamsburg Public Schools <sup>3</sup>	62,343	65,870	5.66%	66,766	1.36%
132	Winchester City Public Schools	85,957	89,417	4.03%	92,634	3.60%
135	Franklin City Public Schools	73,358	70,956	(3.28%)	64,728	(8.78%)
136	Chesapeake City Public Schools	76,350	77,496	1.50%	76,461	(1.34%)
137	Lexington City Public Schools	-	-		-	
139	Salem City Public Schools	75,650	74,759	(1.18%)	74,847	0.12%
142	Poquoson City Public Schools	65,463	67,691	3.40%	64,539	(4.66%)
143	Manassas City Public Schools	100,177	99,326	(0.85%)	100,651	1.33%
144	Manassas Park City Public Schools	79,382	93,503	17.79%	97,511	4.29%
<b>Towns</b>						
202	Colonial Beach Public Schools	-	-		-	
207	West Point Public Schools	69,362	71,443	3.00%	72,872	2.00%
<b>Average for School Divisions<sup>4</sup>:</b>		<b>79,798</b>	<b>80,314</b>	<b>0.65%</b>	<b>81,599</b>	<b>1.60%</b>

**Governor's Schools**

260	Central Virginia Governor's School	-	-		-	
261	Southwest Virginia Governor's School	-	-		-	
262	Governor's School For The Arts	76,807	80,557	4.88%	82,168	2.00%
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	101,190	106,280	5.03%	108,374	1.97%
272	Thomas Jefferson High School	104,185	104,367	0.17%	102,797	(1.50%)
273	Blue Ridge Governor's School	-	-		-	
274	Jackson River Governor's School	-	-		-	

**Virginia Department of Education**  
**2015-2016 Salary Survey - Assistant Principals**

Division	Name	FY 2014 Actual Average Assistant Principal Salary	FY 2015 Actual Average Assistant Principal Salary	FY 2014 to FY 2015 Percent Increase/ (Decrease)	FY 2016 Budgeted Average Assistant Principal Salary	FY 2015 to FY 2016 Percent Increase/ (Decrease)
275	Massanutten Governor's School	-	-		-	
276	Piedmont Governor's School	-	-		-	
277	Mountain Vista Governor's School	-	-		-	
278	Governor's School at Innovation Park	-	-		-	
<b>Average for Governor's Schools<sup>4</sup>:</b>		<b>98,642</b>	<b>101,075</b>	<b>2.47%</b>	<b>101,218</b>	<b>0.14%</b>

**Special Education Regional Programs**

280	Cooperative Centers For Exceptional Children	-	-		-	
281	Middle Peninsula Special Education Program	-	-		-	
282	Laurel Regional Special Education Center	-	-		-	
283	Northern Neck Special Education Program	-	-		-	
284	Northwestern Regional Education Program	71,968	73,769	2.50%	75,244	2.00%
285	Peninsula Area Cooperative Education Services	-	-		-	
286	Piedmont Regional Education Program	-	-		-	
287	Shenandoah Valley Regional Program	-	-		-	
288	Southeastern Cooperative Educational Program	-	-		82,000	
290	N. Virginia Regional Special Education Program	96,363	96,249	(0.12%)	96,249	0.00%
292	Henry Co/Martinsville Regional Program	-	-		-	
299	Roanoke Valley Regional Board	-	-		-	
<b>Average for Special Education Programs<sup>4</sup>:</b>		<b>90,819</b>	<b>91,209</b>	<b>0.43%</b>	<b>88,586</b>	<b>(2.88%)</b>

**Career and Technical Education Regional Programs**

301	Charlottesville-Albemarle Vocational-Technical	79,318	83,298	5.02%	84,917	1.94%
302	Jackson River Technical Center	48,775	49,550	1.59%	49,700	0.30%
304	Massanutten Technical Center	74,053	75,817	2.38%	77,500	2.22%
306	Valley Vocational-Technical Center	67,276	70,578	4.91%	71,736	1.64%
307	New Horizons Regional Education Center	76,660	65,405	(14.68%)	60,000	(8.26%)
308	P. D. Pruden Vocational-Technical Center	70,411	72,171	2.50%	73,974	2.50%
309	Rowanty Vocational-Technical Center	-	-		-	
310	Northern Neck Vocational-Technical Center	62,192	63,124	1.50%	64,072	1.50%
311	Amelia-Nottoway Vocational-Technical Center	-	-		-	
313	Bridging Communities Career and Technical Center	-	-		-	
<b>Average for Career and Technical Education Programs<sup>4</sup>:</b>		<b>72,228</b>	<b>73,164</b>	<b>1.30%</b>	<b>73,439</b>	<b>0.38%</b>

**Regional Alternative Education Programs**

401	Lynchburg City Secondary Alternative	-	-		-	
402	Enterprise Academy/Newport News City	82,548	86,263	4.50%	87,988	2.00%
403	Tidewater Regional Alternative Education	-	-		-	
404	Regional Alternative Plus Self Project/Roanoke	-	-		-	
405	Transition Support Resource Center/Fairfax	-	-		-	
406	Project Return/Fluvanna County	-	-		-	
407	Behav Disord Youth/Montgomery	-	-		-	
408	Petersburg Regional Alternative	-	-		-	
409	Regional Alternative/Pittsylvania Co	-	-		-	
410	Project Return/Powhatan Co	-	-		-	
411	Crossroads Alternative/Bristol City	-	-		-	
412	Metro Richmond Alternative Ed	-	-		-	
413	Regional Alternative Ed/Stafford Co	-	-		-	
414	Southside L.I.N.K. Project/Brunswick Co	-	-		-	
415	Regional Alternative Ed/King William	-	-		-	



**Virginia Department of Education**  
**2015-2016 Salary Survey - Assistant Principals**

Division	Name	FY 2014 Actual Average Assistant Principal Salary	FY 2015 Actual Average Assistant Principal Salary	FY 2014 to FY 2015 Percent Increase/ (Decrease)	FY 2016 Budgeted Average Assistant Principal Salary	FY 2015 to FY 2016 Percent Increase/ (Decrease)
416	New Dominion/Prince William Co	60,570	63,058	4.11%	63,000	(0.09%)
417	Project Bridge/Russell Co	-	-		-	
418	Regional Alternative/Wythe Co	-	-		-	
420	Piedmont Alternative School	-	-		-	
421	Northern Neck Regional Alternative Education	66,603	67,603	1.50%	68,617	1.50%
422	Shenandoah Valley Reg Alternative Ed/Genesis	-	-		-	
423	Breaking Barriers Alternative Ed/Henry Co	-	-		-	
424	Carroll/Galax/Joy Ranch Reg Alternative Ed	-	-		-	
426	Regional Learning Academy/Wise Co	-	-		-	
427	Regional Community Alternative Ed Continuum	68,715	72,593	5.64%	72,101	(0.68%)
428	Project Renew/Northampton Co	-	-		-	
429	Renaissance/Scott Co	-	-		-	
431	Regional Alternative Education Center/Buena Vista	-	-		-	
<b>Average for Alternative Education Programs<sup>4</sup>:</b>		<b>69,896</b>	<b>72,881</b>	<b>4.27%</b>	<b>73,214</b>	<b>0.46%</b>
<b>Statewide Average<sup>4</sup>:</b>		<b>79,825</b>	<b>80,352</b>	<b>0.66%</b>	<b>81,626</b>	<b>1.59%</b>

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

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

<sup>3</sup> Data for James City County is reported with Williamsburg City.

<sup>4</sup> Average calculated on the basis of statewide totals.

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

**Virginia Department of Education  
2015-2016 Salary Survey**

**Local Actions to Improve Classroom Teacher Salaries in Fiscal Year 2016**

*(As reported by school divisions on the 2014-2015 Annual School Report - narrative not edited by DOE for content or format)*

Division	Name	Reported Local Action to Improve Classroom Teacher Salaries in FY 2016
<b>School Divisions</b>		
<b>Counties</b>		
001	Accomack County Public Schools	All teachers were given a salary step increase. In addition, \$50,000 was appropriated to support the differentiated compensation model. ACPS also increased the employer's contribution towards health insurance by \$300 per enrolled employee
002	Albemarle County Public Schools	Teachers approximately 2% step and scale adjustment. Classified 3% for 3/4 of the year
003	Alleghany County Public Schools	An average increase of 1.5% is being provided to all staff.
004	Amelia County Public Schools	1 Step Increase was given
005	Amherst County Public Schools	All employees received a three percent increase in salary for the FY16 School Year.
006	Appomattox County Public Schools	we used the salary supplement from the state to pay part of an across the board 2% pay increase for all employees.
007	Arlington County Public Schools	Step increases were approved for all employees eligible to receive a step increase in FY 2016. Step increases vary from 0% to 5% based on grade and step of the employee.
008	Augusta County Public Schools	A 1 1/2 percent increase in salary was given across the board.
009	Bath County Public Schools	Teachers were provided a 2% salary increase.
010	Bedford County Public Schools	COLA increase of 4.25%
011	Bland County Public Schools	Teachers were given step and 2.5% salary raises
012	Botetourt County Public Schools	A salary step increase was provided for all teachers not at the top of the scale. Those at the top of the scale received a \$500.00 supplement.
013	Brunswick County Public Schools	2% ACROSS THE BOARD INCREASE
014	Buchanan County Public Schools	No action taken to improve teacher's salaries
015	Buckingham County Public Schools	FY2016 Salary Step Increase & 3%
016	Campbell County Public Schools	2% across the board salary increase for district personnel.
017	Caroline County Public Schools	2% INCREASE TO INSTRUCTIONAL PERSONNEL
018	Carroll County Public Schools	All staff were given a 2.5% plus step salary increase
019	Charles City County Public Schools	Provided 2% salary increase and revised pay scales.
020	Charlotte County Public Schools	2% raise for FY 2016
021	Chesterfield County Public Schools	The FY2016 annual financial plan for CCPS included a 2% salary increase for all employees
022	Clarke County Public Schools	Average 1.5% pay increase effective July 1
023	Craig County Public Schools	Received a 1.5% increase.
024	Culpeper County Public Schools	Step Increase 1.6% and 2% increase to teacher scale.
025	Cumberland County Public Schools	Some teachers were given a step increase on the salary scale.
026	Dickenson County Public Schools	\$1,200 flat Raise for all classroom teacher salaries for 2015-2016
027	Dinwiddie County Public Schools	Salary increase of 3% was given to all employees. In addition 100% of the health insurance increase to the most popular plan was absorbed by the school division.
028	Essex County Public Schools	Staff received a 3 % raise
029	Fairfax County Public Schools1	1) Step for eligible employees, which is approximately a 2.5% increase. 2) Cost of living adjustment of 0.62% for all employees.
030	Fauquier County Public Schools	All teachers were given a 3% increase.
031	Floyd County Public Schools	No action taken to improve teacher's salaries
032	Fluvanna County Public Schools	A salary step increase was implemented with a goal of providing an average increase of 1.5% over FY 2015.
033	Franklin County Public Schools	\$1000 bonus given to full time and \$500 to part time. A total of 1.15% increase given for employee portion of VRS transition to be paid by employee.
034	Frederick County Public Schools	For FY 2016, teachers will receive a salary step increase plus scale enhancement equating to an average of 5.5% increase.
035	Giles County Public Schools	yes all employee's received a 1.5% average increase
036	Gloucester County Public Schools	No action taken to improve teacher's salaries
037	Goochland County Public Schools	FY16: Strategic compensation pool of \$80,000; general 1.35% increase for all staff; added \$100 per step increase teacher steps 0-9
038	Grayson County Public Schools	Employees moved up on step on salary scale and received an additional 2% overall average of increase was approximately 5% for most employees.
039	Greene County Public Schools	A 4% raise in effect. 2% to finish the VRS pass through and 2% COLA
040	Greensville County Public Schools2	2% increase to all salaried positions
041	Halifax County Public Schools	An across the board three percent raise was given for the 2015-16 school year. Also, a salary step increase was given to some teachers---not all.
042	Hanover County Public Schools	Mid-year 2% across the board salary increase. Equates to 1.5% annualized.
043	Henrico County Public Schools	2% increase given across the board effective October 2015.
044	Henry County Public Schools	A one time bonus of 1.25% was given.

**Virginia Department of Education  
2015-2016 Salary Survey**

**Local Actions to Improve Classroom Teacher Salaries in Fiscal Year 2016**

*(As reported by school divisions on the 2014-2015 Annual School Report - narrative not edited by DOE for content or format)*

Division	Name	Reported Local Action to Improve Classroom Teacher Salaries in FY 2016
045	Highland County Public Schools	A 3% raise and a step increase for all employees on a salary scale and all others received a flat 3% increase.
046	Isle Of Wight County Public Schools	Teachers received a step increase (average 2%) and other staff received a 2% cost of living adjustment
048	King George County Public Schools	We provided a 1.5% step increase for the teachers and a 1.5% cost of living increase for an average increase of 3% for all teachers.
049	King And Queen County Public Schools	A 1.5% increase will be provided in January 2016.
050	King William County Public Schools	All teachers were given a 1.5% increase.
051	Lancaster County Public Schools	Adjustment of salary scale, salary step increase and placement on the proper step
052	Lee County Public Schools	Teachers received a salary step increase with an average increase of 2.22%.
053	Loudoun County Public Schools	Salary Step Increase was provided as well as 1% increase for fourth phase of VRS implementation.
054	Louisa County Public Schools	Compensation increase of a minimum of 1.5% effective November 1st.
055	Lunenburg County Public Schools	Teachers received a step plus 1.5% increase.
056	Madison County Public Schools	Cost of Living Increase of 1.5%
057	Mathews County Public Schools	Step plus one percent
058	Mecklenburg County Public Schools	1.5% Compensation Supplement + 1% VRS increase was given to all full time employees as well as teachers
059	Middlesex County Public Schools	1.5% increase for all teachers.
060	Montgomery County Public Schools	Employees received a two step increase, one step for experience and one makeup step, for FY 2016. This is approximately a 3.2% raise.
062	Nelson County Public Schools	3% Cost of Living Adjustment
063	New Kent County Public Schools	Staff received a 2% salary increase
065	Northampton County Public Schools	Average 1.5% pay increase granted in the form of a step.
066	Northumberland County Public Schools	3% salary increase
067	Nottoway County Public Schools	2% Raise was given to all
068	Orange County Public Schools	Adjust salary scales and provided a step increase which netted, on average, a 2% salary increase for FY2015.
069	Page County Public Schools	3% SALARY INCREASE FOR FY 2016
070	Patrick County Public Schools	School division provided a 1.5% raise for all employees in the school division for 2015-2016.
071	Pittsylvania County Public Schools	1.5% COLA with 1% VRS offset.
072	Powhatan County Public Schools	Teacher salaries were targeted to increase on average 1.5% for the year. Some steps received no increase and others may have received a 3% increase.
073	Prince Edward County Public Schools	All contractual employees received a 1.5% salary increase for the 2015-2016 year.
074	Prince George County Public Schools	3% increase.
075	Prince William County Public Schools	The school division increased salaries by giving a 2.9% increase to all employee as a pay plan adjustment. As well as a 1% increase for the increase in VRS costs.
077	Pulaski County Public Schools	Teachers were given a 2% across the board pay increase for FY 2016.
078	Rappahannock County Public Schools	1.5% Increase in salary
079	Richmond County Public Schools	Adjustments continue to be made to the teacher salary scale to align with peer group. Teachers received a step increase which equated to an average of 2% overall.
080	Roanoke County Public Schools	2% Cola Raise
081	Rockbridge County Public Schools	We tried to increase salary by 2% according to the teacher step rate.
082	Rockingham County Public Schools	Gave an average 2% raise
083	Russell County Public Schools	All employees will receive a minimum of a 2.775% increase for FY 2016.
084	Scott County Public Schools	Step increase or 1.5% increase.
085	Shenandoah County Public Schools	COST OF LIVING INCREASE
086	Smyth County Public Schools	A 1.5% raise was given to all employees in FY2016
087	Southampton County Public Schools	PROVIDE A 1.5% INCREASE EFFECTIVE JANUARY 2016 FOR ALL EMPLOYEES
088	Spotsylvania County Public Schools	A 3% COLA was provided for all employees
089	Stafford County Public Schools	Salary adjustments included increases for cost of living adjustments and an offset to the increase in required employee VRS contribution. For FY2016 the increases were 1.5% for COLA and 1% for the VRS related increase.
090	Surry County Public Schools	A 3% Cost of Living adjustment was implemented in FY 2015-16.
091	Sussex County Public Schools	3% raise to all full time employees
092	Tazewell County Public Schools	We provided a 2.5% raise.
093	Warren County Public Schools	1-1/2% across the board increase effective 7-1-15.
094	Washington County Public Schools	1.5% pay increase effective 7/1/15 for all contracted employees.
095	Westmoreland County Public Schools	Our teachers received a salary step increase which accounted for about 1.5% to 2% increase. Our teachers were behind on the salary scales, so some teachers were moved two steps, where some teachers only moved one step, because they were at their correct step for during the previous year.
096	Wise County Public Schools	No action taken to improve teacher's salaries
097	Wythe County Public Schools	2% increase in salary scales.

**Virginia Department of Education  
2015-2016 Salary Survey**

**Local Actions to Improve Classroom Teacher Salaries in Fiscal Year 2016**

*(As reported by school divisions on the 2014-2015 Annual School Report - narrative not edited by DOE for content or format)*

Division	Name	Reported Local Action to Improve Classroom Teacher Salaries in FY 2016
098	York County Public Schools	Please note that the header is not correct. It should read FY16. For FY16, shifted 1% of the VRS to the employee with a corresponding increase in salary and provided an average increase of 3.1% for all full-time permanent staff. The 3.1% average increase included one current and one restored step increase for eligible staff and an across the board increase.
<b>Cities</b>		
101	Alexandria City Public Schools	Salary step increase awarded at the start of the contract year. The average increase is approximately 3%.
102	Bristol City Public Schools	Provided a 1.50% Plus Step, which averages to a 2.85% Salary Increase; however, please note the 1% Employee Share VRS was also increased.
103	Buena Vista City Public Schools	No action taken to improve teacher's salaries
104	Charlottesville City Public Schools	average increase 2.5%
106	Colonial Heights City Public Schools	In FY 2016, a salary step increase was given to adjust teacher salaries (minimum avg. of approx. 1.5 %).
107	Covington City Public Schools	Adjustment made to provide for VRS employee share phase-in.
108	Danville City Public Schools	Teacher salary schedule was adjusted to yield a 1.5% increase for each returning teacher.
109	Falls Church City Public Schools	Teacher salary scale was adjusted strategically to enhance competitiveness and all eligible teachers received a salary step increase. The improvements realized by individual teachers ranged between 3.0% and 12.5%, with an overall average increase of 7.2%.
110	Fredericksburg City Public Schools	An average scale step of 2.5%
111	Galax City Public Schools	1 1/2% AVERAGE INCREASE
112	Hampton City Public Schools	Teachers were given a 3% salary increase in the FY16 budget.
113	Harrisonburg City Public Schools	Each employee will receive a 2% salary increase in FY2016
114	Hopewell City Public Schools	No action taken to improve teacher's salaries
115	Lynchburg City Public Schools	Teachers were provided with a cost of living increase of 1.5%
116	Martinsville City Public Schools	1.5% Raise
117	Newport News City Public Schools	An across the board 2 percent salary increase was implemented.
118	Norfolk City Public Schools	No action taken to improve teacher's salaries
119	Norton City Public Schools	2% raise was given to all teachers for FY 2016.
120	Petersburg City Public Schools	FY 2015 5.0% Teacher Salary Increase-3% VRS, 2% Cost of Living
121	Portsmouth City Public Schools	Effective January 4, 2016 a 1.5% cost of living increase plus a salary step increase will take effect. The total annual percentage salary increase will be approximately 4.5%.
122	Radford City Public Schools	Steps were increase by \$1,202.00 each
123	Richmond City Public Schools	For FY2016, A 1.5% pay increase was provided to teachers (for working 3 added professional development days). A 1.5% pay raise was provided to all non-teaching staff.
124	Roanoke City Public Schools	The greater of a step increase or 2% was made.
126	Staunton City Public Schools	Average 3% increase.
127	Suffolk City Public Schools	For 2015-16, 1% COLA & 4.86% Average step increase for classroom teachers.
128	Virginia Beach City Public Schools	3% pay raise with VRS offset of 1% for a net 2% pay raise
130	Waynesboro City Public Schools	Teachers were provided a 1.5% increase.
131	Williamsburg Public Schools3	Provided salary step increase for teachers, an average effective annual percentage salary increase of 2.5%. All other employees received a 2.5% increase up to the top of their respective pay scales.
132	Winchester City Public Schools	Our adopted school board budget includes a 1.5% raise for all employees on a wage or salary scale effective July 1, 2015. At that time, each employee will move up a step on the July 1, 2015 scale which represents a minimum of a 1.5% raise.
135	Franklin City Public Schools	No action taken to improve teacher's salaries
136	Chesapeake City Public Schools	2% Salary Increase
137	Lexington City Public Schools	A 1.5% Increase
139	Salem City Public Schools	An average 1.5% salary increase was implemented for all staff.
142	Poquoson City Public Schools	For FY2016, employees were given at 2.5% cost of living increase.
143	Manassas City Public Schools	Salary step increase average 3%
144	Manassas Park City Public Schools	All staff received a 2% salary increase.
<b>Towns</b>		
202	Colonial Beach Public Schools	Salary step increase and a 3% COLA to total approximately 4%.
207	West Point Public Schools	West Point School Board will provide a 2% salary and a step increase.
<b>Governor's Schools</b>		
260	Central Virginia Governor's School	2% salary increase
261	Southwest Virginia Governor's School	A 2% across-the-board salary increase for teachers was given for FY 2016
262	Governor's School For The Arts	All faculty and staff received a 2% salary increase for FY 2016.
263	Roanoke Valley Governor's School	Step increase or 2% cost of living increase

**Virginia Department of Education  
2015-2016 Salary Survey**

**Local Actions to Improve Classroom Teacher Salaries in Fiscal Year 2016**

*(As reported by school divisions on the 2014-2015 Annual School Report - narrative not edited by DOE for content or format)*

Division	Name	Reported Local Action to Improve Classroom Teacher Salaries in FY 2016
264	New Horizons Governor's School	Salaries were increased by 2%
265	Shenandoah Valley Governor's School	average 1.5% salary increase
266	Governor's School Global Economics/Tech	1.5% increase
267	Appomattox Regional Governor's School	Teacher salaries will be adjusted by 2% in FY2016
268	A. Linwood Holton Governor's School	1.5% INCREASE AS PER G.A.
269	Chesapeake Bay Governor's School	1.5% increase for all Teachers
270	Commonwealth Governor's School	Stafford County Schools adopted a Teacher Salary Market Adjustment Model for compensation of teachers. Spotsylvania County Public Schools provided a 3% COLA to all employees.
271	Maggie L. Walker Governor's School	Provided cost of living increased
272	Thomas Jefferson High School	1) Step for eligible employees, which is approximately a 2.5% increase. 2) Cost of living adjustment of 0.62% for all employees.
273	Blue Ridge Governor's School	An average increase of 1.5% is budgeted for FY 2016.
274	Jackson River Governor's School	No action taken to improve teacher's salaries
275	Massanutten Governor's School	COST OF LIVING INCREASE
276	Piedmont Governor's School	No action taken to improve teacher's salaries
277	Mountain Vista Governor's School	Three percent increase (3%) was given to all teachers.
278	Governor's School at Innovation Park	The school division increased salaries by giving a 2.9% increase to all employee as a pay plan adjustment. As well as a 1% increase for the increase in VRS costs.

**Special Education Regional Programs**

280	Cooperative Centers For Exceptional Children	Average of 2% across the board increase
281	Middle Peninsula Special Education Program	No action taken to improve teacher's salaries
282	Laurel Regional Special Education Center	2% salary increase for FY1516
283	Northern Neck Special Education Program	NO ACTION
284	Northwestern Regional Education Program	For FY2016, teacher salaries received a step increase plus an enhancement to the salary scale. The increase equates to a scale average 5.5 percent.
285	Peninsula Area Cooperative Education Services	Teachers received a 2% salary increase
286	Piedmont Regional Education Program	STEP INCREASES
287	Shenandoah Valley Regional Program	a 2% across-the-board increase was budgeted for FY15.
288	Southeastern Cooperative Educational Program	2 % pay raise
290	N. Virginia Regional Special Education Program	Small Salary Step Increase
292	Henry Co/Martinsville Regional Program	No action taken to improve teacher's salaries
299	Roanoke Valley Regional Board	No action taken to improve teacher's salaries

**Career and Technical Education Regional Programs**

301	Charlottesville-Albemarle Vocational-Technical	2% increase in teacher scales. One time bonus for teachers at the top of scale.
302	Jackson River Technical Center	Our teachers were given .3% increase in salary. The budgeted amount is less due to the fact that new teachers replaced teachers at a higher place on the salary scale.
304	Massanutten Technical Center	2% salary increase
306	Valley Vocational-Technical Center	Provided step increase. Average salary increase will be approximately 1.5%.
307	New Horizons Regional Education Center	Teacher salaries were increased by 2%
308	P. D. Pruden Vocational-Technical Center	No action taken to improve teacher's salaries
309	Rowanty Vocational-Technical Center	All employees received a 3% raise
310	Northern Neck Vocational-Technical Center	1.5% cost of living increase
311	Amelia-Nottoway Vocational-Technical Center	Cost of living increase
313	Bridging Communities Career and Technical Center	A 4% increase was provided to staff

**Regional Alternative Education Programs**

401	Lynchburg City Secondary Alternative	2% salary increase
402	Enterprise Academy/Newport News City	We gave a general 2% across the board pay increase.
403	Tidewater Regional Alternative Education	2% cost of living raise
404	Regional Alternative Plus Self Project/Roanoke	step increase or 2% cost of living increase
405	Transition Support Resource Center/Fairfax	1) Step for eligible employees, which is approximately a 2.5% increase. 2) Cost of living adjustment of 0.62% for all employees.
406	Project Return/Fluvanna County	An average increase of 1.5% is budgeted for FY 2016.
407	Behav Disord Youth/Montgomery	A raise of approximately 2.5%.
408	Petersburg Regional Alternative	No action taken to improve teacher's salaries
409	Regional Alternative/Pittsylvania Co	1.5% cost of living raise and 1% offset VRS increase
410	Project Return/Powhatan Co	Provided a targeted increase to select employee groups that equated to a 1.5% increase for all employees.
411	Crossroads Alternative/Bristol City	SALARY INCREASES OF 1.5% WERE PROVIDED

**Virginia Department of Education  
2015-2016 Salary Survey**

**Local Actions to Improve Classroom Teacher Salaries in Fiscal Year 2016**

*(As reported by school divisions on the 2014-2015 Annual School Report - narrative not edited by DOE for content or format)*

<b>Division</b>	<b>Name</b>	<b>Reported Local Action to Improve Classroom Teacher Salaries in FY 2016</b>
412	Metro Richmond Alternative Ed	No action taken to improve teacher's salaries
413	Regional Alternative Ed/Stafford Co	Provided 1% increase in accordance with increase in VRS withholding. Provided 1.5% cost of living increase.
414	Southside L.I.N.K. Project/Brunswick Co	No action taken to improve teacher's salaries
415	Regional Alternative Ed/King William	No action taken to improve teacher's salaries
416	New Dominion/Prince William Co	The school division increased salaries by giving a 2.9% increase to all employee as a pay plan adjustment. As well as a 1% increase for the increase in VRS costs.
417	Project Bridge/Russell Co	All full-time employees will receive a minimum of a 2.775% increase.
418	Regional Alternative/Wythe Co	Average 2 percent increase in salary scale.
420	Piedmont Alternative School	Provided a cost of living increase.
421	Northern Neck Regional Alternative Education	Teachers received a 1.5 % increase
422	Shenandoah Valley Reg Alternative Ed/Genesis	Average 3% increase
423	Breaking Barriers Alternative Ed/Henry Co	raise 1.5%
424	Carroll/Galax/Joy Ranch Reg Alternative Ed	2.5% increase plus step given for 15-16
426	Regional Learning Academy/Wise Co	No action taken to improve teacher's salaries
427	Regional Community Alternative Ed Continuum	Three percent increase was given to all teachers.
428	Project Renew/Northampton Co	Provided 1.5% average pay increase.
429	Renaissance/Scott Co	Step increase or 1.5%. FY2016
431	Regional Alternative Education Center/Buena Vista	No action taken to improve teacher's salaries

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

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

<sup>3</sup> Data for James City County is reported with Williamsburg City.

**Virginia Department of Education**  
**Starting Teacher Salaries for School Year 2015-2016**

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

<b>Division</b>	<b>Division Name</b>	<b>Bachelor's Starting Salary</b>	<b>Master's Starting Salary</b>	<b>Doctorate Starting Salary</b>
001	Accomack County Public Schools	35,580	38,299	36,666
002	Albemarle County Public Schools	44,820	47,035	49,149
003	Alleghany County Public Schools	37,436	40,436	41,436
004	Amelia County Public Schools	38,760	41,031	41,760
005	Amherst County Public Schools	39,000	41,888	43,205
006	Appomattox County Public Schools	39,283	41,383	42,583
007	Arlington County Public Schools	48,228	53,173	58,622
008	Augusta County Public Schools	39,400	41,979	44,558
009	Bath County Public Schools	34,781	37,781	39,281
010	Bedford County Public Schools	39,227	41,188	43,150
011	Bland County Public Schools	33,510	34,950	35,733
012	Botetourt County Public Schools	38,350	41,350	42,850
013	Brunswick County Public Schools	37,132	39,864	42,594
014	Buchanan County Public Schools	30,500	32,800	33,800
015	Buckingham County Public Schools	41,156	43,198	45,240
016	Campbell County Public Schools	37,664	39,702	39,702
017	Caroline County Public Schools	39,700	40,950	42,000
018	Carroll County Public Schools	36,890	39,368	42,149
019	Charles City County Public Schools	37,425	39,143	39,985
020	Charlotte County Public Schools	38,500	46,564	N/A
021	Chesterfield County Public Schools	42,734	44,871	47,114
022	Clarke County Public Schools	40,200	44,450	N/A
023	Craig County Public Schools	31,794	33,294	34,794
024	Culpeper County Public Schools	39,000	41,000	43,500
025	Cumberland County Public Schools	37,225	39,225	40,725
026	Dickenson County Public Schools	34,483	35,919	37,355
027	Dinwiddie County Public Schools	40,920	42,821	43,877
028	Essex County Public Schools	39,450	41,450	41,450
029	Fairfax County Public Schools	47,046	52,856	56,512
030	Fauquier County Public Schools	42,315	44,431	45,489
031	Floyd County Public Schools	37,813	40,927	47,313
032	Fluvanna County Public Schools	42,000	46,200	46,300
033	Franklin County Public Schools	36,662	39,162	39,162
034	Frederick County Public Schools	40,500	44,528	46,728
035	Giles County Public Schools	34,237	36,237	37,237
036	Gloucester County Public Schools	39,108	43,068	47,027

**Virginia Department of Education**  
**Starting Teacher Salaries for School Year 2015-2016**

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

<b>Division</b>	<b>Division Name</b>	<b>Bachelor's Starting Salary</b>	<b>Master's Starting Salary</b>	<b>Doctorate Starting Salary</b>
037	Goochland County Public Schools	42,850	44,778	45,850
038	Grayson County Public Schools	33,912	35,916	37,916
039	Greene County Public Schools	42,220	44,220	46,520
040	Greensville County Public Schools	39,896	41,996	42,521
041	Halifax County Public Schools	38,085	40,271	42,457
042	Hanover County Public Schools	42,462	45,010	46,284
043	Henrico County Public Schools	42,561	44,604	44,604
044	Henry County Public Schools	39,492	41,592	42,592
045	Highland County Public Schools	36,640	39,640	N/A
046	Isle of Wight County Public Schools	38,357	41,107	43,607
048	King George County Public Schools	37,087	39,683	41,383
049	King and Queen County Public Schools	38,650	40,750	41,410
050	King William County Public Schools	42,745	44,865	46,985
051	Lancaster County Public Schools	36,753	38,853	39,903
052	Lee County Public Schools	35,250	36,500	38,500
053	Loudoun County Public Schools	47,975	53,688	59,400
054	Louisa County Public Schools	42,424	44,173	45,546
055	Lunenburg County Public Schools	37,037	39,237	39,837
056	Madison County Public Schools	40,000	42,600	42,600
057	Mathews County Public Schools	38,887	41,387	43,387
058	Mecklenburg County Public Schools	36,073	38,473	40,073
059	Middlesex County Public Schools	38,168	40,168	41,168
060	Montgomery County Public Schools	37,011	39,111	40,161
062	Nelson County Public Schools	44,290	46,865	46,865
063	New Kent County Public Schools	37,706	40,307	41,603
065	Northampton County Public Schools	35,346	37,468	39,716
066	Northumberland County Public Schools	37,920	39,920	41,920
067	Nottoway County Public Schools	39,308	41,508	42,208
068	Orange County Public Schools	39,050	41,750	43,712
069	Page County Public Schools	39,672	42,712	45,619
070	Patrick County Public Schools	36,256	38,487	40,535
071	Pittsylvania County Public Schools	38,403	40,276	41,213
072	Powhatan County Public Schools	42,000	44,100	46,758
073	Prince Edward County Public Schools	38,623	40,783	42,431
074	Prince George County Public Schools	41,903	43,903	46,803
075	Prince William County Public Schools	46,458	52,031	55,306



**Virginia Department of Education**  
**Starting Teacher Salaries for School Year 2015-2016**

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

<b>Division</b>	<b>Division Name</b>	<b>Bachelor's Starting Salary</b>	<b>Master's Starting Salary</b>	<b>Doctorate Starting Salary</b>
077	Pulaski County Public Schools	37,673	39,871	42,620
078	Rappahannock County Public Schools	40,542	41,485	41,485
079	Richmond County Public Schools	38,610	40,710	40,710
080	Roanoke County Public Schools	36,000	37,605	39,210
081	Rockbridge County Public Schools	37,957	40,272	41,757
082	Rockingham County Public Schools	41,700	44,185	45,710
083	Russell County Public Schools	31,000	33,000	35,000
084	Scott County Public Schools	37,285	39,345	39,345
085	Shenandoah County Public Schools	40,250	43,421	46,592
086	Smyth County Public Schools	31,500	34,140	36,991
087	Southampton County Public Schools	39,000	41,000	43,000
088	Spotsylvania County Public Schools	40,402	43,230	45,654
089	Stafford County Public Schools	40,000	44,251	45,658
090	Surry County Public Schools	45,598	48,098	48,598
091	Sussex County Public Schools	40,531	42,756	44,981
092	Tazewell County Public Schools	35,969	37,758	39,288
093	Warren County Public Schools	40,655	42,860	44,855
094	Washington County Public Schools	35,839	37,924	39,934
095	Westmoreland County Public Schools	38,000	41,150	41,150
096	Wise County Public Schools	34,660	37,660	38,660
097	Wythe County Public Schools	38,100	40,376	43,455
098	York County Public Schools	42,261	45,085	48,712
101	Alexandria City Public Schools	47,248	54,188	56,501
102	Bristol City Public Schools	35,193	37,193	37,693
103	Buena Vista City Public Schools	30,407	34,407	35,407
104	Charlottesville City Public Schools	44,491	46,607	48,722
106	Colonial Heights City Public Schools	41,010	42,510	43,260
107	Covington City Public Schools	38,093	41,138	N/A
108	Danville City Public Schools	38,000	40,625	42,200
109	Falls Church City Public Schools	49,350	54,750	58,800
110	Fredericksburg City Public Schools	41,400	44,150	46,050
111	Galax City Public Schools	37,750	41,010	41,550
112	Hampton City Public Schools	40,500	43,100	45,100
113	Harrisonburg City Public Schools	42,202	45,957	47,017
114	Hopewell City Public Schools	40,998	43,648	43,948
115	Lynchburg City Public Schools	38,760	42,020	43,804

**Virginia Department of Education**  
**Starting Teacher Salaries for School Year 2015-2016**

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

<b>Division</b>	<b>Division Name</b>	<b>Bachelor's Starting Salary</b>	<b>Master's Starting Salary</b>	<b>Doctorate Starting Salary</b>
116	Martinsville City Public Schools	39,315	42,102	42,903
117	Newport News City Public Schools	41,500	44,405	47,568
118	Norfolk City Public Schools	42,558	45,956	50,092
119	Norton City Public Schools	32,620	34,670	36,120
120	Petersburg City Public Schools	41,840	43,040	43,740
121	Portsmouth City Public Schools	42,977	45,477	49,977
122	Radford City Public Schools	38,005	41,492	44,072
123	Richmond City Public Schools	44,525	46,751	50,290
124	Roanoke City Public Schools	39,287	41,419	43,556
126	Staunton City Public Schools	40,389	42,408	N/A
127	Suffolk City Public Schools	39,290	42,175	44,441
128	Virginia Beach City Public Schools	42,810	45,310	46,910
130	Waynesboro City Public Schools	39,309	41,952	44,069
131	Williamsburg-James City County Public Schools	40,301	41,929	45,806
132	Winchester City Public Schools	40,500	44,730	48,960
135	Franklin City Public Schools	38,934	40,934	42,434
136	Chesapeake City Public Schools	41,560	44,760	47,960
137	Lexington City Public Schools	35,572	39,022	N/A
139	Salem City Public Schools	42,000	45,776	47,597
142	Poquoson City Public Schools	38,931	41,656	44,381
143	Manassas City Public Schools	46,078	51,578	53,678
144	Manassas Park City Public Schools	44,750	50,750	57,750
202	Colonial Beach Public Schools	39,975	42,479	45,110
207	West Point Public Schools	44,340	46,340	46,340

**Virginia Department of Education**  
**Average Teacher Salaries by School for School Year 2015-2016**

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 2015-2016 Salary
001	Accomack County Public Schools	530	TANGIER COMBINED	45,827.00
001	Accomack County Public Schools	540	ARCADIA HIGH	46,011.00
001	Accomack County Public Schools	580	CHINCOTEAGUE HIGH	45,167.00
001	Accomack County Public Schools	590	PUNGOTEAGUE ELEM	42,024.00
001	Accomack County Public Schools	600	KEGOTANK ELEM	43,846.00
001	Accomack County Public Schools	70	NANDUA HIGH	46,283.00
001	Accomack County Public Schools	701	ACCAWMACKE ELEM	42,041.00
001	Accomack County Public Schools	702	METOMPKIN ELEM	41,106.00
001	Accomack County Public Schools	703	NANDUA MIDDLE	46,642.00
001	Accomack County Public Schools	704	ARCADIA MIDDLE	45,937.00
001	Accomack County Public Schools	80	CHINCOTEAGUE ELEM	47,431.00
002	Albemarle County Public Schools	10	HOLLYMEAD ELEM	55,427.10
002	Albemarle County Public Schools	100	BROADUS WOOD ELEM	55,511.64
002	Albemarle County Public Schools	1051	MORTIMER Y SUTHERLAND MIDDLE	56,400.75
002	Albemarle County Public Schools	1052	MONTICELLO HIGH	55,009.44
002	Albemarle County Public Schools	1053	BAKER-BUTLER ELEM	55,541.09
002	Albemarle County Public Schools	1060	ALBEMARLE COUNTY COMMUNITY PUBLIC CHARTER	52,379.71
002	Albemarle County Public Schools	140	WESTERN ALBEMARLE HIGH	57,667.42
002	Albemarle County Public Schools	150	PAUL H CALE ELEM	54,570.09
002	Albemarle County Public Schools	160	AGNOR-HURT ELEM	57,431.59
002	Albemarle County Public Schools	20	LESLIE H WALTON MIDDLE	53,748.90
002	Albemarle County Public Schools	240	STONY POINT ELEM	54,122.04
002	Albemarle County Public Schools	250	MERIWETHER LEWIS ELEM	58,394.20
002	Albemarle County Public Schools	30	SCOTTSVILLE ELEM	54,618.60
002	Albemarle County Public Schools	340	CROZET ELEM	54,742.82
002	Albemarle County Public Schools	40	MARY CARR GREER ELEM	53,339.77
002	Albemarle County Public Schools	540	RED HILL ELEM	56,761.43
002	Albemarle County Public Schools	69	JACKSON P BURLEY MIDDLE	54,619.40
002	Albemarle County Public Schools	880	ALBEMARLE HIGH	55,082.81
002	Albemarle County Public Schools	890	MURRAY HIGH	59,042.98
002	Albemarle County Public Schools	900	BENJAMIN F YANCEY ELEM	56,243.20
002	Albemarle County Public Schools	910	VIRGINIA L MURRAY ELEM	54,432.21
002	Albemarle County Public Schools	920	STONE ROBINSON ELEM	55,771.36
002	Albemarle County Public Schools	930	WOODBROOK ELEM	55,020.32
002	Albemarle County Public Schools	941	BROWNSVILLE ELEM	54,357.59
002	Albemarle County Public Schools	942	JOSEPH T HENLEY MIDDLE	55,524.37
002	Albemarle County Public Schools	950	JACK JOUETT MIDDLE	53,955.42
003	Alleghany County Public Schools	1040	CLIFTON MIDDLE	46,300.00
003	Alleghany County Public Schools	1041	MT VIEW ELEM	48,435.00
003	Alleghany County Public Schools	110	CALLAGHAN ELEM	48,884.00
003	Alleghany County Public Schools	310	ALLEGHANY HIGH	44,475.00
003	Alleghany County Public Schools	90	SHARON ELEM	45,860.00
004	Amelia County Public Schools	10	AMELIA COUNTY HIGH	46,922.05
004	Amelia County Public Schools	210	AMELIA COUNTY MIDDLE	44,403.78
004	Amelia County Public Schools	220	AMELIA COUNTY ELEM	46,445.67
005	Amherst County Public Schools	20	MONELISON MIDDLE	44,897.50
005	Amherst County Public Schools	240	PLEASANT VIEW ELEM	44,800.43
005	Amherst County Public Schools	500	MADISON HEIGHTS ELEM	42,291.08
005	Amherst County Public Schools	670	AMHERST MIDDLE	41,851.84
005	Amherst County Public Schools	740	TEMPERANCE ELEM	45,030.38
005	Amherst County Public Schools	750	AMHERST COUNTY HIGH	45,640.78
005	Amherst County Public Schools	760	ELON ELEM	44,687.79
005	Amherst County Public Schools	770	CENTRAL ELEM	44,837.07

**Virginia Department of Education**  
**Average Teacher Salaries by School for School Year 2015-2016**

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 2015-2016 Salary
005	Amherst County Public Schools	780	AMELON ELEM	44,294.81
005	Amherst County Public Schools	790	AMHERST ELEM	45,539.92
006	Appomattox County Public Schools	110	APPOMATTOX ELEM	43,586.00
006	Appomattox County Public Schools	160	APPOMATTOX MIDDLE	41,697.00
006	Appomattox County Public Schools	250	APPOMATTOX PRIMARY	41,816.00
006	Appomattox County Public Schools	260	APPOMATTOX COUNTY HIGH	40,470.00
007	Arlington County Public Schools	100	GLEBE ELEM	72,415.00
007	Arlington County Public Schools	111	FRANCIS SCOTT KEY ELEM	70,520.00
007	Arlington County Public Schools	150	BARCROFT ELEM	71,417.00
007	Arlington County Public Schools	160	HENRY ELEM	68,948.00
007	Arlington County Public Schools	180	JEFFERSON MIDDLE	75,950.00
007	Arlington County Public Schools	200	DREW MODEL ELEM	70,120.00
007	Arlington County Public Schools	211	TUCKAHOE ELEM	68,159.00
007	Arlington County Public Schools	240	SWANSON MIDDLE	73,156.00
007	Arlington County Public Schools	250	BARRETT ELEM	69,459.00
007	Arlington County Public Schools	330	YORKTOWN HIGH	77,887.00
007	Arlington County Public Schools	350	ABINGDON ELEM	76,618.00
007	Arlington County Public Schools	360	OAKRIDGE ELEM	71,839.00
007	Arlington County Public Schools	380	MCKINLEY ELEM	69,299.00
007	Arlington County Public Schools	410	NOTTINGHAM ELEM	70,031.00
007	Arlington County Public Schools	420	TAYLOR ELEM	70,956.00
007	Arlington County Public Schools	440	JAMESTOWN ELEM	69,549.00
007	Arlington County Public Schools	450	WAKEFIELD HIGH	79,841.00
007	Arlington County Public Schools	460	LONG BRANCH ELEM	68,376.00
007	Arlington County Public Schools	470	ARLINGTON TRADITIONAL	73,730.00
007	Arlington County Public Schools	480	WILLIAMSBURG MIDDLE	73,035.00
007	Arlington County Public Schools	490	ASHLAWN ELEM	70,046.00
007	Arlington County Public Schools	500	KENMORE MIDDLE	80,411.00
007	Arlington County Public Schools	510	RANDOLPH ELEM	67,657.00
007	Arlington County Public Schools	611	GUNSTON MIDDLE	76,707.00
007	Arlington County Public Schools	613	ARLINGTON SCIENCE FOCUS	66,093.00
007	Arlington County Public Schools	614	HOFFMAN-BOSTON ELEM	68,834.00
007	Arlington County Public Schools	615	CAMPBELL ELEM	67,703.00
007	Arlington County Public Schools	618	ARLINGTON MILL HIGH	61,731.00
007	Arlington County Public Schools	622	CLAREMONT IMMERSION	64,777.00
007	Arlington County Public Schools	626	DISCOVERY ELEM	63,003.00
007	Arlington County Public Schools	80	WASHINGTON LEE HIGH	75,090.00
007	Arlington County Public Schools	90	CARLIN SPRINGS ELEM	70,568.00
008	Augusta County Public Schools	140	CHURCHVILLE ELEM	46,039.00
008	Augusta County Public Schools	210	BEVERLEY MANOR ELEM	47,789.00
008	Augusta County Public Schools	212	BEVERLEY MANOR MIDDLE	44,551.00
008	Augusta County Public Schools	30	CASELL ELEM	47,141.00
008	Augusta County Public Schools	370	CRAIGSVILLE ELEM	44,796.00
008	Augusta County Public Schools	40	NORTH RIVER ELEM	44,562.00
008	Augusta County Public Schools	440	STUARTS DRAFT ELEM	45,642.00
008	Augusta County Public Schools	60	STUARTS DRAFT MIDDLE	49,019.00
008	Augusta County Public Schools	640	WILSON ELEM	44,560.00
008	Augusta County Public Schools	660	BUFFALO GAP HIGH	47,031.00
008	Augusta County Public Schools	670	FT DEFIANCE HIGH	48,330.00
008	Augusta County Public Schools	680	RIVERHEADS HIGH	47,811.00
008	Augusta County Public Schools	710	VERONA ELEM	47,209.00
008	Augusta County Public Schools	720	WILSON MEMORIAL HIGH	46,531.00
008	Augusta County Public Schools	730	STUARTS DRAFT HIGH	46,014.00

**Virginia Department of Education**  
**Average Teacher Salaries by School for School Year 2015-2016**

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 2015-2016 Salary
008	Augusta County Public Schools	740	RIVERHEADS ELEM	46,004.00
008	Augusta County Public Schools	842	EDWARD G CLYMORE ELEM	43,994.00
008	Augusta County Public Schools	843	GUY K STUMP ELEM	44,894.00
008	Augusta County Public Schools	844	WILSON MIDDLE	46,272.00
008	Augusta County Public Schools	90	S GORDON STEWART MIDDLE	46,862.00
009	Bath County Public Schools	120	MILLBORO ELEM	47,927.00
009	Bath County Public Schools	140	BATH COUNTY HIGH	43,929.00
009	Bath County Public Schools	150	VALLEY ELEM	44,309.00
010	Bedford County Public Schools	1170	OTTER RIVER ELEM	45,727.94
010	Bedford County Public Schools	1180	LIBERTY HIGH	45,466.21
010	Bedford County Public Schools	1190	STAUNTON RIVER HIGH	48,611.42
010	Bedford County Public Schools	1191	STAUNTON RIVER MIDDLE	45,010.89
010	Bedford County Public Schools	1200	BEDFORD PRIMARY	47,960.37
010	Bedford County Public Schools	1211	FOREST MIDDLE	46,483.67
010	Bedford County Public Schools	1212	JEFFERSON FOREST HIGH	46,392.32
010	Bedford County Public Schools	1213	THOMAS JEFFERSON ELEM	47,157.56
010	Bedford County Public Schools	1214	GOODVIEW ELEM	46,147.31
010	Bedford County Public Schools	160	BOONSBORO ELEM	45,633.43
010	Bedford County Public Schools	180	MONTVALE ELEM	45,623.70
010	Bedford County Public Schools	30	BIG ISLAND ELEM	49,694.70
010	Bedford County Public Schools	480	BEDFORD ELEM	46,532.97
010	Bedford County Public Schools	490	BEDFORD MIDDLE	47,620.30
010	Bedford County Public Schools	500	FOREST ELEM	48,793.44
010	Bedford County Public Schools	610	NEW LONDON ACADEMY ELEM	46,137.31
010	Bedford County Public Schools	640	STEWARTSVILLE ELEM	47,168.27
010	Bedford County Public Schools	970	MONETA ELEM	47,030.55
010	Bedford County Public Schools	980	HUDDLESTON ELEM	47,348.09
011	Bland County Public Schools	250	BLAND COUNTY ELEM	43,156.92
011	Bland County Public Schools	260	BLAND COUNTY HIGH	40,508.25
012	Botetourt County Public Schools	20	BUCHANAN ELEM	54,148.88
012	Botetourt County Public Schools	220	BRECKINRIDGE ELEM	52,290.24
012	Botetourt County Public Schools	30	EAGLE ROCK ELEM	49,705.57
012	Botetourt County Public Schools	390	CLOVERDALE ELEM	50,892.35
012	Botetourt County Public Schools	40	TROUTVILLE ELEM	49,468.01
012	Botetourt County Public Schools	400	COLONIAL ELEM	48,853.31
012	Botetourt County Public Schools	420	CENTRAL ACADEMY MIDDLE	47,942.11
012	Botetourt County Public Schools	430	JAMES RIVER HIGH	48,914.91
012	Botetourt County Public Schools	440	LORD BOTETOURT HIGH	49,692.49
012	Botetourt County Public Schools	450	READ MOUNTAIN MIDDLE	50,030.60
012	Botetourt County Public Schools	460	GREENFIELD ELEM	48,941.42
013	Brunswick County Public Schools	650	BRUNSWICK HIGH	43,560.00
013	Brunswick County Public Schools	660	JAMES S RUSSELL MIDDLE	41,316.00
013	Brunswick County Public Schools	690	MEHERRIN POWELLTON ELEM	42,358.00
013	Brunswick County Public Schools	700	RED OAK-STURGEON ELEM	42,566.00
013	Brunswick County Public Schools	720	TOTARO ELEM	43,955.00
014	Buchanan County Public Schools	1000	COUNCIL HIGH	40,889.00
014	Buchanan County Public Schools	1020	HURLEY HIGH	43,148.00
014	Buchanan County Public Schools	1040	RIVERVIEW ELEM/MIDDLE	42,218.00
014	Buchanan County Public Schools	1041	TWIN VALLEY ELEM/MIDDLE	40,437.00
014	Buchanan County Public Schools	1042	TWIN VALLEY HIGH	43,648.00
014	Buchanan County Public Schools	120	HURLEY ELEM/MIDDLE	42,315.00
014	Buchanan County Public Schools	20	JM BEVINS ELEM	37,582.00
014	Buchanan County Public Schools	90	COUNCIL ELEM/MIDDLE	40,338.00

**Virginia Department of Education**  
**Average Teacher Salaries by School for School Year 2015-2016**

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 2015-2016 Salary
014	Buchanan County Public Schools	990	GRUNDY HIGH	46,764.00
015	Buckingham County Public Schools	20	BUCKINGHAM CO PRE SCH CTR	46,923.00
015	Buckingham County Public Schools	700	BUCKINGHAM COUNTY HIGH	49,364.00
015	Buckingham County Public Schools	721	BUCKINGHAM CO. MIDDLE	46,354.00
015	Buckingham County Public Schools	723	BUCKINGHAM CO PRIMARY	48,197.00
015	Buckingham County Public Schools	724	BUCKINGHAM CO ELEM	45,842.00
016	Campbell County Public Schools	130	CONCORD ELEM	42,848.40
016	Campbell County Public Schools	20	BROOKVILLE MIDDLE	44,664.95
016	Campbell County Public Schools	200	ALTAVISTA HIGH	44,775.94
016	Campbell County Public Schools	211	RUSTBURG MIDDLE	43,512.34
016	Campbell County Public Schools	222	RUSTBURG HIGH	43,922.51
016	Campbell County Public Schools	542	WILLIAM CAMPBELL HIGH	44,112.51
016	Campbell County Public Schools	560	ALTAVISTA ELEM	46,338.08
016	Campbell County Public Schools	60	TOMAHAWK ELEM	44,071.97
016	Campbell County Public Schools	650	BROOKNEAL ELEM	42,363.40
016	Campbell County Public Schools	690	LEESVILLE ROAD ELEM	43,258.32
016	Campbell County Public Schools	710	YELLOW BRANCH ELEM	45,288.67
016	Campbell County Public Schools	720	BROOKVILLE HIGH	43,343.63
016	Campbell County Public Schools	821	RUSTBURG ELEM	43,428.00
017	Caroline County Public Schools	450	CAROLINE MIDDLE	46,009.07
017	Caroline County Public Schools	460	CAROLINE HIGH	46,741.19
017	Caroline County Public Schools	620	BOWLING GREEN ELEM	46,766.70
017	Caroline County Public Schools	630	MADISON ELEM	45,450.00
017	Caroline County Public Schools	9020	LEWIS & CLARK ELEM	46,513.50
018	Carroll County Public Schools	1110	ST PAUL	47,761.29
018	Carroll County Public Schools	1130	OAKLAND ELEM	47,558.98
018	Carroll County Public Schools	1150	GLADESBORO ELEM	45,006.94
018	Carroll County Public Schools	1160	LAUREL ELEM	45,235.02
018	Carroll County Public Schools	1170	HILLSVILLE ELEM	44,861.05
018	Carroll County Public Schools	1180	FANCY GAP ELEM	48,588.38
018	Carroll County Public Schools	1210	GLADEVILLE ELEM	44,509.30
018	Carroll County Public Schools	1230	CARROLL COUNTY HIGH	46,106.23
018	Carroll County Public Schools	450	CARROLL COUNTY MIDDLE	45,154.40
019	Charles City County Public Schools	100	CHARLES CITY CO HIGH	45,649.15
019	Charles City County Public Schools	80	CHARLES CITY CO ELEM	43,283.06
020	Charlotte County Public Schools	100	EUREKA ELEM	44,965.00
020	Charlotte County Public Schools	210	CENTRAL MIDDLE	43,928.00
020	Charlotte County Public Schools	450	PHENIX ELEM	44,782.00
020	Charlotte County Public Schools	460	RANDOLPH-HENRY HIGH	45,363.00
020	Charlotte County Public Schools	470	BACON DISTRICT ELEM	42,039.00
021	Chesterfield County Public Schools	10	LLOYD C BIRD HIGH	49,100.00
021	Chesterfield County Public Schools	110	MATOACA MIDDLE	48,385.00
021	Chesterfield County Public Schools	130	BEULAH ELEM	50,266.00
021	Chesterfield County Public Schools	150	CLOVER HILL ELEM	50,235.00
021	Chesterfield County Public Schools	180	GRANGE HALL ELEM	49,316.00
021	Chesterfield County Public Schools	20	BON AIR ELEM	49,224.00
021	Chesterfield County Public Schools	270	SWIFT CREEK MIDDLE	49,674.00
021	Chesterfield County Public Schools	280	MONACAN HIGH	50,366.00
021	Chesterfield County Public Schools	290	W W GORDON ELEM	51,593.00
021	Chesterfield County Public Schools	30	CARVER COLLEGE AND CAREER ACADEMY	47,384.00
021	Chesterfield County Public Schools	300	EVERGREEN ELEM	48,560.00
021	Chesterfield County Public Schools	320	MIDLOTHIAN HIGH	49,990.00
021	Chesterfield County Public Schools	340	SWIFT CREEK ELEM	48,255.00

**Virginia Department of Education**  
**Average Teacher Salaries by School for School Year 2015-2016**

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 2015-2016 Salary
021	Chesterfield County Public Schools	350	ETTRICK ELEM	49,313.00
021	Chesterfield County Public Schools	360	O B GATES ELEM	49,949.00
021	Chesterfield County Public Schools	370	MATOACA ELEM	49,210.00
021	Chesterfield County Public Schools	380	PROVIDENCE ELEM	49,553.00
021	Chesterfield County Public Schools	390	ENON ELEM	50,102.00
021	Chesterfield County Public Schools	40	MIDLOTHIAN MIDDLE	50,313.00
021	Chesterfield County Public Schools	400	JACOBS ROAD ELEM	47,580.00
021	Chesterfield County Public Schools	410	THELMA CRENSHAW ELEM	49,855.00
021	Chesterfield County Public Schools	420	CARVER MIDDLE	49,428.00
021	Chesterfield County Public Schools	430	BENSLEY ELEM	47,894.00
021	Chesterfield County Public Schools	440	WOOLRIDGE ELEM	50,196.00
021	Chesterfield County Public Schools	460	HARROWGATE ELEM	47,832.00
021	Chesterfield County Public Schools	480	ECOFF ELEM	48,278.00
021	Chesterfield County Public Schools	492	C E CURTIS ELEM	48,632.00
021	Chesterfield County Public Schools	50	C C WELLS ELEM	48,737.00
021	Chesterfield County Public Schools	500	J G HENING ELEM	47,043.00
021	Chesterfield County Public Schools	510	BETTIE WEAVER ELEM	50,455.00
021	Chesterfield County Public Schools	530	MATOACA HIGH	48,230.00
021	Chesterfield County Public Schools	550	J A CHALKLEY ELEM	46,802.00
021	Chesterfield County Public Schools	560	CRESTWOOD ELEM	47,631.00
021	Chesterfield County Public Schools	580	MEADOWBROOK HIGH	47,129.00
021	Chesterfield County Public Schools	590	FALLING CREEK ELEM	46,521.00
021	Chesterfield County Public Schools	60	HOPKINS ROAD ELEM	47,401.00
021	Chesterfield County Public Schools	600	MANCHESTER MIDDLE	48,485.00
021	Chesterfield County Public Schools	610	THOMAS DALE HIGH	50,093.00
021	Chesterfield County Public Schools	620	A M DAVIS ELEM	49,237.00
021	Chesterfield County Public Schools	631	BAILEY BRIDGE MIDDLE	48,392.00
021	Chesterfield County Public Schools	632	MANCHESTER HIGH	50,336.00
021	Chesterfield County Public Schools	650	J B WATKINS ELEM	49,375.00
021	Chesterfield County Public Schools	660	BELLWOOD ELEM	48,900.00
021	Chesterfield County Public Schools	670	FALLING CREEK MIDDLE	48,016.00
021	Chesterfield County Public Schools	690	PROVIDENCE MIDDLE	48,143.00
021	Chesterfield County Public Schools	70	GREENFIELD ELEM	49,834.00
021	Chesterfield County Public Schools	700	REAMS ROAD ELEM	50,223.00
021	Chesterfield County Public Schools	720	SALEM CHURCH ELEM	48,180.00
021	Chesterfield County Public Schools	722	SALEM CHURCH MIDDLE	48,724.00
021	Chesterfield County Public Schools	730	ROBIOUS ELEM	48,991.00
021	Chesterfield County Public Schools	740	CLOVER HILL HIGH	49,654.00
021	Chesterfield County Public Schools	760	ROBIOUS MIDDLE	48,035.00
021	Chesterfield County Public Schools	770	JAMES RIVER HIGH	49,320.00
021	Chesterfield County Public Schools	780	MARGUERITE F CHRISTIAN ELEM	48,647.00
021	Chesterfield County Public Schools	800	SPRING RUN ELEM	49,754.00
021	Chesterfield County Public Schools	840	COSBY HIGH	50,292.00
021	Chesterfield County Public Schools	850	ELIZABETH SCOTT ELEM	48,527.00
021	Chesterfield County Public Schools	860	WINTERPOCK ELEM	48,271.00
021	Chesterfield County Public Schools	861	ALBERTA SMITH ELEM	51,365.00
021	Chesterfield County Public Schools	870	ELIZABETH DAVIS MIDDLE	48,970.00
021	Chesterfield County Public Schools	880	TOMAHAWK CREEK MIDDLE	49,944.00
022	Clarke County Public Schools	10	CLARKE COUNTY HIGH	53,149.00
022	Clarke County Public Schools	250	BOYCE ELEM	50,597.00
022	Clarke County Public Schools	280	JOHNSON-WILLIAMS MIDDLE	54,864.00
022	Clarke County Public Schools	290	D G COOLEY ELEM	47,775.00
023	Craig County Public Schools	10	MCCLEARY ELEM	41,437.44

**Virginia Department of Education**  
**Average Teacher Salaries by School for School Year 2015-2016**

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 2015-2016 Salary
023	Craig County Public Schools	11	CRAIG COUNTY HIGH	40,013.07
024	Culpeper County Public Schools	10	PEARL SAMPLE ELEM	48,302.94
024	Culpeper County Public Schools	20	CULPEPER MIDDLE	48,385.18
024	Culpeper County Public Schools	240	A G RICHARDSON ELEM	52,536.80
024	Culpeper County Public Schools	40	YOWELL ELEM	49,014.59
024	Culpeper County Public Schools	450	EMERALD HILL ELEM	50,862.50
024	Culpeper County Public Schools	460	SYCAMORE PARK ELEM	48,896.74
024	Culpeper County Public Schools	470	FARMINGTON ELEM	48,331.74
024	Culpeper County Public Schools	480	CULPEPER COUNTY HIGH	50,236.48
024	Culpeper County Public Schools	50	EASTERN VIEW HIGH	49,840.34
024	Culpeper County Public Schools	581	FLOYD T BINNS MIDDLE	45,883.50
024	Culpeper County Public Schools	582	GALBREATH-MARSHALL BLDG	58,937.00
025	Cumberland County Public Schools	140	CUMBERLAND ELEM	48,635.12
025	Cumberland County Public Schools	151	CUMBERLAND HIGH	45,209.76
025	Cumberland County Public Schools	152	CUMBERLAND MIDDLE	48,700.42
026	Dickenson County Public Schools	20	CLINTWOOD ELEM	40,884.00
026	Dickenson County Public Schools	275	RIDGEVIEW HIGH SCHOOL	40,865.00
026	Dickenson County Public Schools	280	RIDGEVIEW MIDDLE SCHOOL	37,033.00
026	Dickenson County Public Schools	530	ERVINTON ELEM	39,522.00
026	Dickenson County Public Schools	860	SANDLICK ELEM	41,923.00
027	Dinwiddie County Public Schools	10	SOUTHSIDE ELEM	46,795.00
027	Dinwiddie County Public Schools	180	SUNNYSIDE ELEM	50,398.00
027	Dinwiddie County Public Schools	250	MIDWAY ELEM	46,940.00
027	Dinwiddie County Public Schools	310	DINWIDDIE ELEM	47,251.00
027	Dinwiddie County Public Schools	471	DINWIDDIE MIDDLE	45,303.00
027	Dinwiddie County Public Schools	500	DINWIDDIE HIGH	49,273.00
027	Dinwiddie County Public Schools	520	SUTHERLAND ELEM	47,079.00
028	Essex County Public Schools	10	ESSEX HIGH	46,159.00
028	Essex County Public Schools	150	ESSEX INT.	46,224.00
028	Essex County Public Schools	160	TAPPAHANNOCK ELEM	46,593.00
029	Fairfax County Public Schools	100	CHESTERBROOK ELEM	60,544.13
029	Fairfax County Public Schools	1020	LEE HIGH	67,177.04
029	Fairfax County Public Schools	1030	PARKLAWN ELEM	61,806.22
029	Fairfax County Public Schools	1050	CHURCHILL ROAD ELEM	60,345.10
029	Fairfax County Public Schools	1060	MADISON HIGH	64,813.47
029	Fairfax County Public Schools	1070	STUART HIGH	65,343.86
029	Fairfax County Public Schools	1080	WAYNEWOOD ELEM	67,768.24
029	Fairfax County Public Schools	1090	BRADDOCK ELEM	63,660.40
029	Fairfax County Public Schools	110	LOUISE ARCHER ELEM	64,293.80
029	Fairfax County Public Schools	1100	FALLS CHURCH HIGH	65,466.47
029	Fairfax County Public Schools	1110	LANIER MIDDLE	69,202.51
029	Fairfax County Public Schools	1120	IRVING MIDDLE	63,247.61
029	Fairfax County Public Schools	1130	POE MIDDLE	63,536.97
029	Fairfax County Public Schools	1140	THOREAU MIDDLE	64,763.94
029	Fairfax County Public Schools	1150	LONGFELLOW MIDDLE	70,193.70
029	Fairfax County Public Schools	1160	TWAIN MIDDLE	63,766.05
029	Fairfax County Public Schools	1170	GLASGOW MIDDLE	63,580.81
029	Fairfax County Public Schools	1190	COOPER MIDDLE	63,302.96
029	Fairfax County Public Schools	120	VIENNA ELEM	67,888.58
029	Fairfax County Public Schools	1200	MARSHALL ROAD ELEM	63,221.53
029	Fairfax County Public Schools	1210	MANTUA ELEM	67,694.79
029	Fairfax County Public Schools	1240	KEENE MILL ELEM	64,008.46
029	Fairfax County Public Schools	1250	HERNDON ELEM	65,715.67



**Virginia Department of Education**  
**Average Teacher Salaries by School for School Year 2015-2016**

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 2015-2016 Salary
029	Fairfax County Public Schools	1260	WOODSON HIGH	69,411.58
029	Fairfax County Public Schools	1270	EDISON HIGH	67,811.46
029	Fairfax County Public Schools	1290	MARSHALL HIGH	64,581.59
029	Fairfax County Public Schools	1300	SANDBURG MIDDLE	64,116.95
029	Fairfax County Public Schools	131	CHANTILLY HIGH	70,878.10
029	Fairfax County Public Schools	1310	RAVENSWORTH ELEM	73,206.48
029	Fairfax County Public Schools	1320	WASHINGTON MILL ELEM	64,615.76
029	Fairfax County Public Schools	1330	HOLLIN MEADOWS ELEM	65,586.86
029	Fairfax County Public Schools	1350	STRATFORD LANDING ELEM	65,610.48
029	Fairfax County Public Schools	1360	ANNANDALE TERRACE ELEM	65,337.57
029	Fairfax County Public Schools	1371	THOMAS JEFFERSON HIGH	80,441.42
029	Fairfax County Public Schools	1380	STENWOOD ELEM	62,819.16
029	Fairfax County Public Schools	1390	MOSBY WOODS ELEM	60,140.46
029	Fairfax County Public Schools	140	OAKTON ELEM	63,899.57
029	Fairfax County Public Schools	1400	LITTLE RUN ELEM	64,163.92
029	Fairfax County Public Schools	1410	FROST MIDDLE	66,379.41
029	Fairfax County Public Schools	1420	HYBLA VALLEY ELEM	61,803.25
029	Fairfax County Public Schools	1430	WEST SPRINGFIELD ELEM	67,914.39
029	Fairfax County Public Schools	1440	KINGS PARK ELEM	65,209.77
029	Fairfax County Public Schools	1450	FORESTDALE ELEM	62,852.84
029	Fairfax County Public Schools	1460	LANGLEY HIGH	69,373.80
029	Fairfax County Public Schools	1480	FAIRFAX VILLA ELEM	65,813.42
029	Fairfax County Public Schools	150	ORANGE HUNT ELEM	66,144.09
029	Fairfax County Public Schools	1500	GREENBRIAR WEST ELEM	62,820.98
029	Fairfax County Public Schools	1510	COLUMBIA ELEM	61,756.51
029	Fairfax County Public Schools	1521	HOLMES MIDDLE	64,175.73
029	Fairfax County Public Schools	1530	ARMSTRONG ELEM	64,336.55
029	Fairfax County Public Schools	1540	UNION MILL ELEM	63,069.42
029	Fairfax County Public Schools	1550	WHITMAN MIDDLE	69,614.39
029	Fairfax County Public Schools	1570	LAKE ANNE ELEM	65,125.77
029	Fairfax County Public Schools	1580	WESTBRIAR ELEM	61,772.17
029	Fairfax County Public Schools	1590	CANTERBURY WOODS ELEM	62,976.91
029	Fairfax County Public Schools	1600	CUB RUN ELEM	68,856.26
029	Fairfax County Public Schools	1610	WEST SPRINGFIELD HIGH	69,682.26
029	Fairfax County Public Schools	1620	SPRING HILL ELEM	70,456.63
029	Fairfax County Public Schools	1630	FAIRHILL ELEM	60,821.86
029	Fairfax County Public Schools	1640	MOUNT VERNON WOODS ELEM	65,477.64
029	Fairfax County Public Schools	1650	OLDE CREEK ELEM	63,959.29
029	Fairfax County Public Schools	1660	SHREVEWOOD ELEM	63,212.77
029	Fairfax County Public Schools	1670	WESTGATE ELEM	60,368.99
029	Fairfax County Public Schools	1680	SILVERBROOK ELEM	64,280.49
029	Fairfax County Public Schools	1690	CARDINAL FOREST ELEM	61,135.21
029	Fairfax County Public Schools	170	TERRA CENTRE ELEM	66,655.14
029	Fairfax County Public Schools	1700	CUNNINGHAM PARK ELEM	61,688.49
029	Fairfax County Public Schools	1710	OAKTON HIGH	64,266.88
029	Fairfax County Public Schools	1730	BEECH TREE ELEM	63,035.92
029	Fairfax County Public Schools	1740	HAYFIELD ELEM	68,871.12
029	Fairfax County Public Schools	1760	KILMER MIDDLE	69,004.31
029	Fairfax County Public Schools	1761	KILMER CENTER	73,041.74
029	Fairfax County Public Schools	1770	ROLLING VALLEY ELEM	63,732.04
029	Fairfax County Public Schools	1790	BROOKFIELD ELEM	66,585.24
029	Fairfax County Public Schools	1800	HAYFIELD SECONDARY	69,563.23
029	Fairfax County Public Schools	1810	WOLFTRAP ELEM	63,071.88

**Virginia Department of Education**  
**Average Teacher Salaries by School for School Year 2015-2016**

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 2015-2016 Salary
029	Fairfax County Public Schools	1820	RIVERSIDE ELEM	60,999.16
029	Fairfax County Public Schools	1830	LONDON TOWNE ELEM	62,286.78
029	Fairfax County Public Schools	1840	GREENBRIAR EAST ELEM	64,840.32
029	Fairfax County Public Schools	1850	LEES CORNER ELEM	67,762.13
029	Fairfax County Public Schools	1860	OAK VIEW ELEM	66,095.76
029	Fairfax County Public Schools	1870	CLERMONT ELEM	65,269.34
029	Fairfax County Public Schools	1880	HUNT VALLEY ELEM	66,769.67
029	Fairfax County Public Schools	1890	KINGS GLEN ELEM	66,691.75
029	Fairfax County Public Schools	190	FAIRFAX COUNTY ADULT HIGH	80,880.57
029	Fairfax County Public Schools	1900	KEY MIDDLE	65,041.40
029	Fairfax County Public Schools	1901	KEY CENTER	64,895.19
029	Fairfax County Public Schools	1920	FORT HUNT ELEM	61,680.07
029	Fairfax County Public Schools	1940	CAMELOT ELEM	62,816.59
029	Fairfax County Public Schools	1950	HUNTERS WOODS ELEM	66,101.90
029	Fairfax County Public Schools	1960	ROBINSON SECONDARY	69,516.14
029	Fairfax County Public Schools	1970	LAUREL RIDGE ELEM	67,675.23
029	Fairfax County Public Schools	1980	HUTCHISON ELEM	60,839.24
029	Fairfax County Public Schools	1990	SOUTH LAKES HIGH	67,387.77
029	Fairfax County Public Schools	20	FAIRFAX HIGH	69,627.97
029	Fairfax County Public Schools	200	CENTREVILLE HIGH	69,550.08
029	Fairfax County Public Schools	2000	BONNIE BRAE ELEM	65,164.53
029	Fairfax County Public Schools	2010	DRANESVILLE ELEM	66,467.42
029	Fairfax County Public Schools	2020	CROSSFIELD ELEM	66,379.39
029	Fairfax County Public Schools	2030	SANGSTER ELEM	64,041.97
029	Fairfax County Public Schools	2040	SARATOGA ELEM	63,417.98
029	Fairfax County Public Schools	2050	VIRGINIA RUN ELEM	64,631.70
029	Fairfax County Public Schools	2060	WILLOW SPRINGS ELEM	63,085.18
029	Fairfax County Public Schools	2070	STONE MIDDLE	75,141.81
029	Fairfax County Public Schools	2080	POPLAR TREE ELEM	67,149.43
029	Fairfax County Public Schools	2090	CENTRE RIDGE ELEM	64,263.73
029	Fairfax County Public Schools	2100	WAPLES MILL ELEM	68,560.99
029	Fairfax County Public Schools	220	DOGWOOD ELEM	62,763.73
029	Fairfax County Public Schools	2201	BRYANT ALTERNATIVE HIGH	72,312.31
029	Fairfax County Public Schools	2203	ALDRIN ELEM	67,713.36
029	Fairfax County Public Schools	2204	DEER PARK ELEM	67,956.15
029	Fairfax County Public Schools	2205	CENTREVILLE ELEM	68,842.48
029	Fairfax County Public Schools	2209	LANE ELEM	62,237.55
029	Fairfax County Public Schools	2210	HALLEY ELEM	66,680.04
029	Fairfax County Public Schools	2211	MOUNTAIN VIEW ALTERNATIVE HIGH	74,928.28
029	Fairfax County Public Schools	2222	CARSON MIDDLE	68,512.79
029	Fairfax County Public Schools	2224	FORT BELVOIR ELEM	66,207.38
029	Fairfax County Public Schools	2225	BULL RUN ELEM	66,903.99
029	Fairfax County Public Schools	2228	WESTFIELD HIGH	71,005.12
029	Fairfax County Public Schools	2229	DANIELS RUN ELEM	63,605.25
029	Fairfax County Public Schools	2230	PROVIDENCE ELEM	65,040.42
029	Fairfax County Public Schools	2231	MCNAIR ELEM	61,201.31
029	Fairfax County Public Schools	2233	LIBERTY MIDDLE	66,285.46
029	Fairfax County Public Schools	2234	COLVIN RUN ELEM	64,827.75
029	Fairfax County Public Schools	2235	ISLAND CREEK ELEM	63,644.45
029	Fairfax County Public Schools	2236	LORTON STATION ELEM	61,471.55
029	Fairfax County Public Schools	2237	POWELL ELEM	66,704.21
029	Fairfax County Public Schools	2238	DUNN LORING E C RESOURCE CTR	73,887.75
029	Fairfax County Public Schools	2241	SOUTH COUNTY HIGH	70,454.34

**Virginia Department of Education**  
**Average Teacher Salaries by School for School Year 2015-2016**

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 2015-2016 Salary
029	Fairfax County Public Schools	2243	EAGLE VIEW ELEM	61,584.19
029	Fairfax County Public Schools	2251	ROCKY RUN E C RESOURCE CTR	74,685.56
029	Fairfax County Public Schools	2252	VIRGINIA HILLS E C RESOURCE CTR	81,960.05
029	Fairfax County Public Schools	2347	COATES ELEM	59,191.00
029	Fairfax County Public Schools	2348	LAUREL HILL ELEM	60,265.93
029	Fairfax County Public Schools	2410	MASON CREST ELEM	57,478.25
029	Fairfax County Public Schools	2420	SOUTH COUNTY MIDDLE	69,053.09
029	Fairfax County Public Schools	2430	FALLS CHURCH EC RESOURCE CTR	61,650.75
029	Fairfax County Public Schools	2440	PIMMIT EC RESOURCE CTR	64,191.14
029	Fairfax County Public Schools	250	TERRASET ELEM	65,636.88
029	Fairfax County Public Schools	260	CLEARVIEW ELEM	63,895.90
029	Fairfax County Public Schools	280	SUNRISE VALLEY ELEM	68,273.13
029	Fairfax County Public Schools	290	FAIRVIEW ELEM	63,440.02
029	Fairfax County Public Schools	300	ROCKY RUN MIDDLE	68,855.16
029	Fairfax County Public Schools	32	HERNDON HIGH	69,110.28
029	Fairfax County Public Schools	320	FRANCONIA ELEM	64,903.27
029	Fairfax County Public Schools	33	HERNDON MIDDLE	65,598.51
029	Fairfax County Public Schools	330	GROVETON ELEM	60,727.38
029	Fairfax County Public Schools	350	HUGHES MIDDLE	62,829.97
029	Fairfax County Public Schools	370	FORESTVILLE ELEM	68,822.31
029	Fairfax County Public Schools	380	WOODLAWN ELEM	63,595.69
029	Fairfax County Public Schools	390	FOX MILL ELEM	68,994.33
029	Fairfax County Public Schools	400	WHITE OAKS ELEM	65,966.31
029	Fairfax County Public Schools	420	MOUNT VERNON HIGH	65,488.91
029	Fairfax County Public Schools	430	OAK HILL ELEM	66,798.91
029	Fairfax County Public Schools	440	FRANKLIN MIDDLE	70,820.82
029	Fairfax County Public Schools	470	NEWINGTON FOREST ELEM	71,321.54
029	Fairfax County Public Schools	480	CHERRY RUN ELEM	70,098.64
029	Fairfax County Public Schools	490	FREEDOM HILL ELEM	63,856.92
029	Fairfax County Public Schools	510	MOUNT EAGLE ELEM	64,916.55
029	Fairfax County Public Schools	520	WEYANOKE ELEM	68,365.36
029	Fairfax County Public Schools	530	GRAHAM ROAD ELEM	59,462.44
029	Fairfax County Public Schools	550	BAILEYS ELEM	60,709.26
029	Fairfax County Public Schools	560	BELLE VIEW ELEM	61,701.48
029	Fairfax County Public Schools	570	GREAT FALLS ELEM	68,520.46
029	Fairfax County Public Schools	580	WESTLAWN ELEM	64,175.78
029	Fairfax County Public Schools	590	WOODLEY HILLS ELEM	64,105.98
029	Fairfax County Public Schools	620	CAMERON ELEM	70,753.38
029	Fairfax County Public Schools	630	GARFIELD ELEM	62,476.47
029	Fairfax County Public Schools	650	WOODBURN ELEM	64,647.40
029	Fairfax County Public Schools	660	ANNANDALE HIGH	68,137.09
029	Fairfax County Public Schools	673	JACKSON MIDDLE	65,399.63
029	Fairfax County Public Schools	680	BUSH HILL ELEM	64,751.17
029	Fairfax County Public Schools	690	GUNSTON ELEM	68,178.89
029	Fairfax County Public Schools	70	FOREST EDGE ELEM	62,870.66
029	Fairfax County Public Schools	700	BUCKNELL ELEM	66,333.51
029	Fairfax County Public Schools	710	SLEEPY HOLLOW ELEM	65,171.74
029	Fairfax County Public Schools	720	BELVEDERE ELEM	61,943.96
029	Fairfax County Public Schools	730	FLINT HILL ELEM	67,494.20
029	Fairfax County Public Schools	740	FLORIS ELEM	66,014.47
029	Fairfax County Public Schools	750	HAYCOCK ELEM	62,058.81
029	Fairfax County Public Schools	770	LEMON ROAD ELEM	65,141.01
029	Fairfax County Public Schools	790	MCLEAN HIGH	67,868.29

**Virginia Department of Education**  
**Average Teacher Salaries by School for School Year 2015-2016**

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 2015-2016 Salary
029	Fairfax County Public Schools	80	SHERMAN ELEM	60,018.85
029	Fairfax County Public Schools	800	NAVY ELEM	62,750.96
029	Fairfax County Public Schools	820	PINE SPRING ELEM	68,759.45
029	Fairfax County Public Schools	830	TIMBER LANE ELEM	66,501.58
029	Fairfax County Public Schools	850	WAKEFIELD FOREST ELEM	65,363.28
029	Fairfax County Public Schools	870	CRESTWOOD ELEM	65,748.85
029	Fairfax County Public Schools	890	LYNBROOK ELEM	63,902.69
029	Fairfax County Public Schools	90	LAKE BRADDOCK SECONDARY	68,852.37
029	Fairfax County Public Schools	900	WEST POTOMAC HIGH	66,405.91
029	Fairfax County Public Schools	930	NORTH SPRINGFIELD ELEM	70,157.63
029	Fairfax County Public Schools	940	BREN MAR PARK ELEM	64,984.01
029	Fairfax County Public Schools	950	ROSE HILL ELEM	61,682.90
029	Fairfax County Public Schools	960	SPRINGFIELD ESTATES ELEM	62,248.62
029	Fairfax County Public Schools	970	GLEN FOREST ELEM	60,205.27
029	Fairfax County Public Schools	980	KENT GARDENS ELEM	66,061.04
029	Fairfax County Public Schools	9996	DJJ OR SVCS BD SCHOOLS	79,567.00
030	Fauquier County Public Schools	10	MARSHALL MIDDLE	54,980.99
030	Fauquier County Public Schools	120	CLAUDE THOMPSON ELEM	58,762.31
030	Fauquier County Public Schools	20	MARY WALTER ELEM	50,459.03
030	Fauquier County Public Schools	450	GRACE MILLER ELEM	60,041.35
030	Fauquier County Public Schools	460	C. HUNTER RITCHIE ELEM	54,310.49
030	Fauquier County Public Schools	510	KETTLE RUN HIGH SCH	52,910.91
030	Fauquier County Public Schools	511	GREENVILLE ELEM	49,846.03
030	Fauquier County Public Schools	520	CEDAR LEE MIDDLE	54,310.59
030	Fauquier County Public Schools	530	MARGARET M. PIERCE ELEM	53,317.75
030	Fauquier County Public Schools	660	WARRENTON MIDDLE	52,616.71
030	Fauquier County Public Schools	670	W.C. TAYLOR MIDDLE	53,664.53
030	Fauquier County Public Schools	701	FAUQUIER HIGH	57,283.36
030	Fauquier County Public Schools	720	P.B. SMITH ELEM	57,204.60
030	Fauquier County Public Schools	730	C.M. BRADLEY ELEM	56,983.66
030	Fauquier County Public Schools	740	W.G. COLEMAN ELEM	54,057.17
030	Fauquier County Public Schools	750	H.M. PEARSON ELEM	51,138.02
030	Fauquier County Public Schools	851	LIBERTY HIGH	53,131.00
030	Fauquier County Public Schools	853	JAMES G. BRUMFIELD ELEM	50,274.03
030	Fauquier County Public Schools	854	AUBURN MIDDLE	50,705.17
031	Floyd County Public Schools	360	FLOYD ELEM	43,157.38
031	Floyd County Public Schools	500	WILLIS ELEM	41,274.53
031	Floyd County Public Schools	650	INDIAN VALLEY ELEM	41,004.68
031	Floyd County Public Schools	660	FLOYD COUNTY HIGH	43,651.91
031	Floyd County Public Schools	90	CHECK ELEM	45,467.61
032	Fluvanna County Public Schools	260	FLUVANNA COUNTY HIGH	47,678.20
032	Fluvanna County Public Schools	300	CARYSBROOK ELEM	47,675.28
032	Fluvanna County Public Schools	310	CENTRAL ELEM	47,004.36
032	Fluvanna County Public Schools	320	FLUVANNA MIDDLE	50,906.93
032	Fluvanna County Public Schools	330	WEST CENTRAL PRIMARY SCHOOL	57,127.92
033	Franklin County Public Schools	10	HENRY ELEM	39,839.76
033	Franklin County Public Schools	1170	SNOW CREEK ELEM	42,164.22
033	Franklin County Public Schools	1311	FRANKLIN COUNTY HIGH	45,907.95
033	Franklin County Public Schools	1320	BURNT CHIMNEY ELEM	45,089.50
033	Franklin County Public Schools	1360	FERRUM ELEM	41,518.14
033	Franklin County Public Schools	1370	BOONES MILL ELEM	48,522.65
033	Franklin County Public Schools	1380	ROCKY MOUNT ELEM	44,384.03
033	Franklin County Public Schools	1481	GEREAU CTR FOR APL TECH&CAREER EXPL	47,192.91

**Virginia Department of Education**  
**Average Teacher Salaries by School for School Year 2015-2016**

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 2015-2016 Salary
033	Franklin County Public Schools	20	DUDLEY ELEM	44,217.10
033	Franklin County Public Schools	31	BEN. FRANKLIN MIDDLE-WEST	45,753.60
033	Franklin County Public Schools	32	BEN. FRANKLIN MIDDLE-EAST	45,056.10
033	Franklin County Public Schools	350	CALLAWAY ELEM	49,189.24
033	Franklin County Public Schools	660	LEE M. WAID ELEM	44,632.26
033	Franklin County Public Schools	690	GLADE HILL ELEM	45,103.12
033	Franklin County Public Schools	960	SONTAG ELEM	46,088.64
033	Franklin County Public Schools	980	WINDY GAP ELEM	40,726.15
034	Frederick County Public Schools	10	APPLE PIE RIDGE ELEM	52,271.00
034	Frederick County Public Schools	20	BASS-HOOVER ELEM	53,701.00
034	Frederick County Public Schools	30	JAMES WOOD HIGH	54,967.00
034	Frederick County Public Schools	320	ARMEL ELEM	50,811.00
034	Frederick County Public Schools	340	MIDDLETOWN ELEM	51,127.00
034	Frederick County Public Schools	380	GAINESBORO ELEM	50,798.00
034	Frederick County Public Schools	40	INDIAN HOLLOW ELEM	50,089.00
034	Frederick County Public Schools	410	STONEWALL ELEM	51,487.00
034	Frederick County Public Schools	420	JAMES WOOD MIDDLE	53,447.00
034	Frederick County Public Schools	460	FREDERICK COUNTY MIDDLE	52,729.00
034	Frederick County Public Schools	480	ROBERT E. AYLOR MIDDLE	54,561.00
034	Frederick County Public Schools	581	SHERANDO HIGH	54,817.00
034	Frederick County Public Schools	582	REDBUD RUN ELEM	51,659.00
034	Frederick County Public Schools	583	ORCHARD VIEW ELEM	48,733.00
034	Frederick County Public Schools	584	MILLBROOK HIGH	52,494.00
034	Frederick County Public Schools	586	ADMIRAL RICHARD E. BYRD MIDDLE	52,250.00
034	Frederick County Public Schools	587	EVENDALE ELEM	49,686.00
034	Frederick County Public Schools	590	GREENWOOD MILL ELEM	51,690.00
035	Giles County Public Schools	10	EASTERN COMBINED	42,525.00
035	Giles County Public Schools	390	MACY MCCLAUGHERTY COMBINED	39,385.00
035	Giles County Public Schools	400	NARROWS ELEM/MID.	43,173.00
035	Giles County Public Schools	461	GILES HIGH	43,159.00
035	Giles County Public Schools	470	NARROWS HIGH	42,307.00
036	Gloucester County Public Schools	100	BOTETOURT ELEM	47,363.14
036	Gloucester County Public Schools	240	ACHILLES ELEM	46,952.50
036	Gloucester County Public Schools	250	ABINGDON ELEM	46,658.93
036	Gloucester County Public Schools	260	GLOUCESTER HIGH	47,640.50
036	Gloucester County Public Schools	270	PETSWORTH ELEM	46,570.10
036	Gloucester County Public Schools	280	PEASLEY MIDDLE	47,298.75
036	Gloucester County Public Schools	381	BETHEL ELEM	49,564.46
036	Gloucester County Public Schools	802	PAGE MIDDLE	47,980.85
037	Goochland County Public Schools	120	BYRD ELEM	48,942.59
037	Goochland County Public Schools	220	GOOCHLAND HIGH	49,031.58
037	Goochland County Public Schools	260	RANDOLPH ELEM	47,427.09
037	Goochland County Public Schools	340	GOOCHLAND MIDDLE	45,525.18
037	Goochland County Public Schools	360	GOOCHLAND ELEM	44,623.26
038	Grayson County Public Schools	11	INDEPENDENCE MIDDLE	43,805.14
038	Grayson County Public Schools	421	GRAYSON COUNTY HIGH	39,513.39
038	Grayson County Public Schools	422	INDEPENDENCE ELEM	40,244.84
038	Grayson County Public Schools	430	GRAYSON HIGHLANDS	40,805.14
038	Grayson County Public Schools	440	BAYWOOD ELEM	38,665.33
038	Grayson County Public Schools	480	FAIRVIEW ELEM	38,407.50
038	Grayson County Public Schools	911	FRIES SCHOOL	39,337.57
039	Greene County Public Schools	10	NATHANAEL GREENE PRIMARY SCHOOL	48,402.94
039	Greene County Public Schools	20	NATHANAEL GREENE ELEM	47,529.80

**Virginia Department of Education**  
**Average Teacher Salaries by School for School Year 2015-2016**

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 2015-2016 Salary
039	Greene County Public Schools	30	RUCKERSVILLE ELEM	48,621.80
039	Greene County Public Schools	71	WILLIAM MONROE MIDDLE	48,385.55
039	Greene County Public Schools	72	WILLIAM MONROE HIGH	50,132.79
040	Greensville County Public Schools	190	EDWARD W WYATT MIDDLE	43,520.00
040	Greensville County Public Schools	200	GREENSVILLE COUNTY HIGH	47,860.00
040	Greensville County Public Schools	260	BELFIELD ELEM	46,969.00
040	Greensville County Public Schools	50	GREENSVILLE ELEM	45,692.00
041	Halifax County Public Schools	10	HALIFAX COUNTY HIGH	43,185.00
041	Halifax County Public Schools	1480	HALIFAX COUNTY MIDDLE	43,010.00
041	Halifax County Public Schools	1490	SYDNOR JENNINGS ELEM	45,768.00
041	Halifax County Public Schools	1501	CLUSTER SPRINGS EARLY LEARNING CTR	43,607.00
041	Halifax County Public Schools	1510	SCOTTSBURG ELEM	41,279.00
041	Halifax County Public Schools	1521	SINAI ELEM	44,497.00
041	Halifax County Public Schools	1550	MEADVILLE ELEM	43,016.00
041	Halifax County Public Schools	1560	CLAYS MILL ELEM	45,747.00
041	Halifax County Public Schools	20	CLUSTER SPRINGS ELEM	43,250.00
041	Halifax County Public Schools	30	SOUTH BOSTON ELEM	42,677.00
041	Halifax County Public Schools	950	SOUTH BOSTON/HALIFAX EARLY LEARNING CTR	42,672.00
042	Hanover County Public Schools	150	HENRY CLAY ELEM	53,945.46
042	Hanover County Public Schools	162	JOHN M. GANDY ELEM	52,301.57
042	Hanover County Public Schools	20	BEAVERDAM ELEM	53,773.79
042	Hanover County Public Schools	200	KERSEY CREEK ELEM	48,309.91
042	Hanover County Public Schools	210	LAUREL MEADOW ELEM	47,190.90
042	Hanover County Public Schools	290	WASHINGTON-HENRY ELEM	51,760.74
042	Hanover County Public Schools	30	RURAL POINT ELEM	53,983.14
042	Hanover County Public Schools	360	BATTLEFIELD PARK ELEM	50,817.10
042	Hanover County Public Schools	370	LEE DAVIS HIGH	51,427.24
042	Hanover County Public Schools	40	SOUTH ANNA ELEM	47,675.65
042	Hanover County Public Schools	400	PATRICK HENRY HIGH	51,382.87
042	Hanover County Public Schools	410	PEARSON'S CORNER ELEM	52,753.64
042	Hanover County Public Schools	420	MECHANICSVILLE ELEM	47,831.43
042	Hanover County Public Schools	430	ELMONT ELEM	54,051.57
042	Hanover County Public Schools	440	STONEWALL JACKSON MIDDLE	48,732.98
042	Hanover County Public Schools	450	LIBERTY MIDDLE	49,611.06
042	Hanover County Public Schools	551	COOL SPRING ELEM	49,472.88
042	Hanover County Public Schools	552	POLE GREEN ELEM	48,061.17
042	Hanover County Public Schools	553	OAK KNOLL MIDDLE	52,138.92
042	Hanover County Public Schools	554	HANOVER HIGH	52,079.80
042	Hanover County Public Schools	61	CHICKAHOMINY MIDDLE	50,895.39
042	Hanover County Public Schools	62	ATLEE HIGH	54,830.82
042	Hanover County Public Schools	70	COLD HARBOR ELEM	48,746.41
043	Henrico County Public Schools	10	THREE CHOPT ELEM	47,055.14
043	Henrico County Public Schools	100	HUNGARY CREEK MIDDLE	48,126.26
043	Henrico County Public Schools	120	DONAHOE ELEM	47,063.89
043	Henrico County Public Schools	130	ROLFE MIDDLE	46,055.54
043	Henrico County Public Schools	140	GODWIN HIGH	52,277.36
043	Henrico County Public Schools	150	GAYTON ELEM	50,823.81
043	Henrico County Public Schools	160	DEEP RUN HIGH	48,792.25
043	Henrico County Public Schools	190	HIGHLAND SPRINGS HIGH	48,080.65
043	Henrico County Public Schools	20	GLEN ALLEN ELEM	47,263.48
043	Henrico County Public Schools	200	FAIR OAKS ELEM	48,243.12
043	Henrico County Public Schools	210	MONTROSE ELEM	46,072.51
043	Henrico County Public Schools	220	SANDSTON ELEM	47,248.96

**Virginia Department of Education**  
**Average Teacher Salaries by School for School Year 2015-2016**

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 2015-2016 Salary
043	Henrico County Public Schools	230	SPRINGFIELD PARK ELEM	51,912.47
043	Henrico County Public Schools	240	RIVERS EDGE ELEM	51,922.48
043	Henrico County Public Schools	250	L. DOUGLAS WILDER MIDDLE	47,668.74
043	Henrico County Public Schools	260	GREENWOOD ELEM	49,462.90
043	Henrico County Public Schools	270	NUCKOLS FARM ELEM	48,818.56
043	Henrico County Public Schools	280	POCAHONTAS MIDDLE	47,715.14
043	Henrico County Public Schools	290	VARINA ELEM	49,752.79
043	Henrico County Public Schools	300	ECHO LAKE ELEM	50,344.66
043	Henrico County Public Schools	310	TWIN HICKORY ELEM	47,459.66
043	Henrico County Public Schools	320	ARTHUR ASHE JR. ELEM	49,849.20
043	Henrico County Public Schools	330	WARD ELEM	46,571.70
043	Henrico County Public Schools	360	TUCKAHOE ELEM	48,382.90
043	Henrico County Public Schools	370	LAKE SIDE ELEM	47,852.18
043	Henrico County Public Schools	380	GLEN LEA ELEM	46,839.30
043	Henrico County Public Schools	390	MOODY MIDDLE	48,327.92
043	Henrico County Public Schools	400	CRESTVIEW ELEM	49,814.13
043	Henrico County Public Schools	410	FREEMAN HIGH	49,438.06
043	Henrico County Public Schools	420	RATCLIFFE ELEM	47,216.99
043	Henrico County Public Schools	430	LABURNUM ELEM	48,260.12
043	Henrico County Public Schools	440	PEMBERTON ELEM	50,049.00
043	Henrico County Public Schools	450	MEHFOUD ELEM	49,714.83
043	Henrico County Public Schools	470	BAKER ELEM	48,888.26
043	Henrico County Public Schools	480	SKIPWITH ELEM	49,112.71
043	Henrico County Public Schools	490	TREVVETT ELEM	46,315.53
043	Henrico County Public Schools	50	LONGDALE ELEM	45,997.07
043	Henrico County Public Schools	500	BROOKLAND MIDDLE	48,076.97
043	Henrico County Public Schools	510	FAIRFIELD MIDDLE	45,530.50
043	Henrico County Public Schools	520	TUCKAHOE MIDDLE	48,532.55
043	Henrico County Public Schools	530	JOHNSON ELEM	46,974.21
043	Henrico County Public Schools	540	MAYBEURY ELEM	47,105.80
043	Henrico County Public Schools	550	SEVEN PINES ELEM	47,949.00
043	Henrico County Public Schools	570	PINCHBECK ELEM	46,344.71
043	Henrico County Public Schools	580	VARINA HIGH	46,867.55
043	Henrico County Public Schools	590	CHAMBERLAYNE ELEM	46,674.15
043	Henrico County Public Schools	60	SHORT PUMP ELEM	51,410.85
043	Henrico County Public Schools	600	TUCKER HIGH	49,202.95
043	Henrico County Public Schools	610	HENRICO HIGH	49,300.19
043	Henrico County Public Schools	620	DAVIS ELEM	49,129.46
043	Henrico County Public Schools	630	LONGAN ELEM	49,594.53
043	Henrico County Public Schools	640	HIGHLAND SPRINGS ELEM	47,041.86
043	Henrico County Public Schools	650	CARVER ELEM	50,253.66
043	Henrico County Public Schools	660	ADAMS ELEM	47,149.89
043	Henrico County Public Schools	670	HERMITAGE HIGH	48,328.77
043	Henrico County Public Schools	680	HOLLADAY ELEM	46,309.92
043	Henrico County Public Schools	690	BYRD MIDDLE	49,200.53
043	Henrico County Public Schools	700	DUMBARTON ELEM	48,943.12
043	Henrico County Public Schools	710	SHADY GROVE ELEM	50,204.92
043	Henrico County Public Schools	80	SHORT PUMP MIDDLE	51,666.99
043	Henrico County Public Schools	82	KAECEHE ELEM	47,764.72
043	Henrico County Public Schools	90	RIDGE ELEM	48,733.33
043	Henrico County Public Schools	92	ELKO MIDDLE	46,668.64
043	Henrico County Public Schools	93	COLONIAL TRAIL ELEM	48,703.53
043	Henrico County Public Schools	94	HARVIE ELEM	47,137.41

**Virginia Department of Education**  
**Average Teacher Salaries by School for School Year 2015-2016**

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 2015-2016 Salary
043	Henrico County Public Schools	95	HOLMAN MIDDLE	48,554.68
043	Henrico County Public Schools	96	GLEN ALLEN HIGH	46,958.30
044	Henry County Public Schools	10	BASSETT HIGH	43,782.21
044	Henry County Public Schools	20	MAGNA VISTA HIGH	44,212.94
044	Henry County Public Schools	220	SANVILLE ELEM	44,716.57
044	Henry County Public Schools	361	AXTON ELEM	42,877.20
044	Henry County Public Schools	480	G.W. CARVER ELEM	43,338.18
044	Henry County Public Schools	530	DREWRY MASON ELEM	44,088.82
044	Henry County Public Schools	590	CAMPBELL COURT ELEM	43,939.07
044	Henry County Public Schools	620	FIELDALE-COLLINSVILLE MIDDLE	43,125.57
044	Henry County Public Schools	661	JOHN REDD SMITH ELEM	42,692.74
044	Henry County Public Schools	662	COLLINSVILLE PRIMARY	44,671.09
044	Henry County Public Schools	670	LAUREL PARK MIDDLE	42,598.10
044	Henry County Public Schools	740	RICH ACRES ELEM	42,049.43
044	Henry County Public Schools	760	STANLEYTOWN ELEM	45,305.09
044	Henry County Public Schools	872	MOUNT OLIVET ELEM	43,059.64
045	Highland County Public Schools	110	HIGHLAND HIGH	47,659.00
045	Highland County Public Schools	220	HIGHLAND HIGH	49,185.00
046	Isle of Wight County Public Schools	240	WINDSOR ELEM	52,625.27
046	Isle of Wight County Public Schools	250	WINDSOR HIGH	53,563.89
046	Isle of Wight County Public Schools	280	CARRSVILLE ELEM	50,561.94
046	Isle of Wight County Public Schools	320	HARDY ELEM	53,784.26
046	Isle of Wight County Public Schools	40	SMITHFIELD HIGH	52,413.08
046	Isle of Wight County Public Schools	421	CARROLLTON ELEM	50,867.59
046	Isle of Wight County Public Schools	422	GEORGIE D. TYLER MIDDLE	51,444.71
046	Isle of Wight County Public Schools	424	WESTSIDE ELEM	53,276.06
046	Isle of Wight County Public Schools	50	SMITHFIELD MIDDLE	52,755.27
048	King George County Public Schools	10	KING GEORGE MIDDLE	44,228.00
048	King George County Public Schools	100	KING GEORGE ELEM	49,450.00
048	King George County Public Schools	120	KING GEORGE HIGH	45,333.00
048	King George County Public Schools	221	SEALSTON ELEM	44,946.00
048	King George County Public Schools	50	POTOMAC ELEM	46,278.00
049	King and Queen County Public Schools	200	KING & QUEEN ELEM	44,906.00
049	King and Queen County Public Schools	280	CENTRAL HIGH	46,548.00
049	King and Queen County Public Schools	290	LAWSON-MARRIOTT ELEM	44,551.00
050	King William County Public Schools	130	KING WILLIAM HIGH	52,955.00
050	King William County Public Schools	160	HAMILTON HOLMES MIDDLE	48,515.00
050	King William County Public Schools	180	ACQUINTON ELEM	48,624.00
050	King William County Public Schools	190	COOL SPRING PRIMARY	48,935.00
051	Lancaster County Public Schools	10	LANCASTER HIGH	45,985.00
051	Lancaster County Public Schools	110	LANCASTER MIDDLE	40,865.00
051	Lancaster County Public Schools	210	LANCASTER PRIMARY	47,270.00
052	Lee County Public Schools	160	DRYDEN ELEM	40,423.00
052	Lee County Public Schools	200	ST. CHARLES ELEM	41,973.00
052	Lee County Public Schools	290	PENNINGTON MIDDLE	44,336.00
052	Lee County Public Schools	300	LEE HIGH	42,928.00
052	Lee County Public Schools	330	ELK KNOB ELEM	40,848.00
052	Lee County Public Schools	470	JONESVILLE MIDDLE	41,839.00
052	Lee County Public Schools	630	FLATWOODS ELEM	40,055.00
052	Lee County Public Schools	670	ROSE HILL ELEM	39,566.00
052	Lee County Public Schools	820	ELYDALE ELEM	39,500.00
052	Lee County Public Schools	880	THOMAS WALKER HIGH	40,502.00
053	Loudoun County Public Schools	10	SUGARLAND ELEM	59,117.96



**Virginia Department of Education**  
**Average Teacher Salaries by School for School Year 2015-2016**

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 2015-2016 Salary
053	Loudoun County Public Schools	1000	DISCOVERY ELEM	59,635.86
053	Loudoun County Public Schools	1040	TRAILSIDE MIDDLE	60,815.64
053	Loudoun County Public Schools	1050	RIVERSIDE HIGH	63,454.73
053	Loudoun County Public Schools	1060	ROCK RIDGE HIGH	57,066.22
053	Loudoun County Public Schools	110	HILLSBORO ELEM	61,136.88
053	Loudoun County Public Schools	120	FREEDOM HIGH	60,842.08
053	Loudoun County Public Schools	1200	MIDDLEBURG COMMUNITY CHARTER	52,444.87
053	Loudoun County Public Schools	130	LUCKETTS ELEM	66,974.90
053	Loudoun County Public Schools	140	POTOMAC FALLS HIGH	62,609.88
053	Loudoun County Public Schools	150	ALGONKIAN ELEM	60,780.67
053	Loudoun County Public Schools	160	COOL SPRING ELEM	63,868.37
053	Loudoun County Public Schools	170	ASHBURN ELEM	64,896.62
053	Loudoun County Public Schools	180	ROUND HILL ELEM	71,103.96
053	Loudoun County Public Schools	190	EVERGREEN MILL ELEM	66,210.30
053	Loudoun County Public Schools	20	J. LUPTON SIMPSON MIDDLE	64,616.92
053	Loudoun County Public Schools	200	TUSCARORA HIGH	60,326.04
053	Loudoun County Public Schools	210	FARMWELL STATION MIDDLE	66,957.24
053	Loudoun County Public Schools	220	BALL'S BLUFF ELEM	69,293.90
053	Loudoun County Public Schools	230	HAMILTON ELEM	66,571.66
053	Loudoun County Public Schools	240	SANDERS CORNER ELEM	65,712.91
053	Loudoun County Public Schools	250	POTOWMACK ELEM	62,516.43
053	Loudoun County Public Schools	270	NEWTON-LEE ELEM	62,754.66
053	Loudoun County Public Schools	280	SYCOLIN CREEK ELEM	65,133.50
053	Loudoun County Public Schools	290	LINCOLN ELEM	71,908.09
053	Loudoun County Public Schools	30	SENECA RIDGE MIDDLE	65,963.36
053	Loudoun County Public Schools	300	BELMONT STATION ELEM	62,811.90
053	Loudoun County Public Schools	31	DOMINION HIGH	61,896.31
053	Loudoun County Public Schools	320	MERCER MIDDLE	63,287.10
053	Loudoun County Public Schools	340	PINEBROOK ELEM	61,221.95
053	Loudoun County Public Schools	350	STEUART W. WELLER ELEM	61,062.32
053	Loudoun County Public Schools	370	JOHN CHAMPE HS	55,326.05
053	Loudoun County Public Schools	380	MOOREFIELD STATION ELEM	63,160.87
053	Loudoun County Public Schools	40	ROLLING RIDGE ELEM	60,796.71
053	Loudoun County Public Schools	400	HILLSIDE ELEM	63,931.82
053	Loudoun County Public Schools	420	BRIAR WOODS HIGH	64,678.64
053	Loudoun County Public Schools	430	LEGACY ELEM	65,968.64
053	Loudoun County Public Schools	450	BUFFALO TRAIL ELEM	59,056.63
053	Loudoun County Public Schools	460	CARDINAL RIDGE ELEM	57,829.70
053	Loudoun County Public Schools	470	DOMINION TRAIL ELEM	63,849.04
053	Loudoun County Public Schools	500	LOWES ISLAND ELEM	57,016.87
053	Loudoun County Public Schools	510	ALDIE ELEM	64,270.92
053	Loudoun County Public Schools	520	HARPER PARK MIDDLE	67,587.90
053	Loudoun County Public Schools	530	FREDERICK DOUGLASS ELEM	65,205.08
053	Loudoun County Public Schools	540	CREIGHTON'S CORNER ELEM	60,058.21
053	Loudoun County Public Schools	550	ROSA LEE CARTER ELEM	60,977.25
053	Loudoun County Public Schools	560	LIBERTY ELEM	60,396.09
053	Loudoun County Public Schools	570	STONE HILL MIDDLE	60,579.64
053	Loudoun County Public Schools	580	J MICHAEL LUNSFORD MIDDLE	60,388.45
053	Loudoun County Public Schools	590	WOODGROVE HIGH	67,898.07
053	Loudoun County Public Schools	60	PARK VIEW HIGH	61,513.86
053	Loudoun County Public Schools	600	KENNETH W CULBERT ELEM	71,514.68
053	Loudoun County Public Schools	610	ARCOLA ELEM	63,209.62
053	Loudoun County Public Schools	650	BANNEKER ELEM	65,397.76

**Virginia Department of Education**  
**Average Teacher Salaries by School for School Year 2015-2016**

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 2015-2016 Salary
053	Loudoun County Public Schools	660	LOUDOUN COUNTY HIGH	68,704.89
053	Loudoun County Public Schools	680	LOUDOUN VALLEY HIGH	68,420.27
053	Loudoun County Public Schools	690	STERLING ELEM	59,327.16
053	Loudoun County Public Schools	70	MEADOWLAND ELEM	67,397.29
053	Loudoun County Public Schools	700	WATERFORD ELEM	67,346.47
053	Loudoun County Public Schools	710	CATOCTIN ELEM	63,635.79
053	Loudoun County Public Schools	720	GUILFORD ELEM	59,667.69
053	Loudoun County Public Schools	730	EMERICK ELEM	66,803.21
053	Loudoun County Public Schools	740	BROAD RUN HIGH	63,499.44
053	Loudoun County Public Schools	750	SULLY ELEM	62,669.02
053	Loudoun County Public Schools	760	STERLING MIDDLE	63,273.04
053	Loudoun County Public Schools	780	LOVETTSVILLE ELEM	69,031.96
053	Loudoun County Public Schools	790	BLUE RIDGE MIDDLE	73,042.48
053	Loudoun County Public Schools	80	LEESBURG ELEM	67,699.61
053	Loudoun County Public Schools	820	HORIZON ELEM	60,386.27
053	Loudoun County Public Schools	840	CEDAR LANE ELEM	64,131.85
053	Loudoun County Public Schools	850	STONE BRIDGE HIGH	62,730.08
053	Loudoun County Public Schools	860	LITTLE RIVER ELEM	60,843.13
053	Loudoun County Public Schools	870	SELDENS LANDING ELEM	63,124.74
053	Loudoun County Public Schools	880	EAGLE RIDGE MIDDLE	64,279.68
053	Loudoun County Public Schools	890	COUNTRYSIDE ELEM	61,725.44
053	Loudoun County Public Schools	90	SMART'S MILL MIDDLE	66,183.98
053	Loudoun County Public Schools	900	HERITAGE HIGH	62,269.35
053	Loudoun County Public Schools	91	FRANCES HAZEL REID ELEM	64,516.00
053	Loudoun County Public Schools	910	MILL RUN ELEM	63,711.60
053	Loudoun County Public Schools	921	HARMONY MIDDLE	68,814.54
053	Loudoun County Public Schools	930	RIVER BEND MIDDLE	63,871.96
053	Loudoun County Public Schools	940	BELMONT RIDGE MIDDLE	62,073.50
053	Loudoun County Public Schools	950	JOHN W. TOLBERT JR. ELEM	64,716.04
053	Loudoun County Public Schools	960	HUTCHISON FARM ELEM	61,596.78
053	Loudoun County Public Schools	970	FOREST GROVE ELEM	60,730.91
053	Loudoun County Public Schools	980	MOUNTAIN VIEW ELEM	72,973.02
054	Louisa County Public Schools	601	LOUISA COUNTY MIDDLE	46,881.00
054	Louisa County Public Schools	602	LOUISA COUNTY HIGH	48,068.00
054	Louisa County Public Schools	610	THOMAS JEFFERSON ELEM	48,327.00
054	Louisa County Public Schools	641	TREVILIANS ELEM	48,473.00
054	Louisa County Public Schools	660	JOUETT ELEM	48,937.00
054	Louisa County Public Schools	80	MOSS-NUCKOLS ELEM	43,580.00
055	Lunenburg County Public Schools	140	VICTORIA ELEM	45,870.00
055	Lunenburg County Public Schools	171	LUNENBURG MIDDLE	45,982.00
055	Lunenburg County Public Schools	240	KENBRIDGE ELEM	46,829.00
055	Lunenburg County Public Schools	560	CENTRAL HIGH	44,562.00
056	Madison County Public Schools	200	WAVERLY YOWELL ELEM	43,813.48
056	Madison County Public Schools	221	MADISON COUNTY HIGH	46,158.59
056	Madison County Public Schools	222	WILLIAM H. WETSEL MIDDLE	44,386.13
056	Madison County Public Schools	230	MADISON PRIMARY	46,917.80
057	Mathews County Public Schools	100	THOMAS HUNTER MIDDLE	43,727.55
057	Mathews County Public Schools	190	MATHEWS HIGH	44,640.97
057	Mathews County Public Schools	291	LEE-JACKSON ELEM	45,534.00
058	Mecklenburg County Public Schools	1000	CLARKSVILLE ELEM	44,344.00
058	Mecklenburg County Public Schools	1020	LACROSSE ELEM	44,716.00
058	Mecklenburg County Public Schools	190	SOUTH HILL ELEM	44,478.00
058	Mecklenburg County Public Schools	910	CHASE CITY ELEM	44,324.00

**Virginia Department of Education**  
**Average Teacher Salaries by School for School Year 2015-2016**

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 2015-2016 Salary
058	Mecklenburg County Public Schools	950	PARK VIEW MIDDLE	41,744.00
058	Mecklenburg County Public Schools	960	BLUESTONE MIDDLE	41,016.00
058	Mecklenburg County Public Schools	980	BLUESTONE HIGH	42,223.00
058	Mecklenburg County Public Schools	990	PARK VIEW HIGH	42,347.00
059	Middlesex County Public Schools	140	ST. CLARE WALKER MIDDLE	44,315.00
059	Middlesex County Public Schools	291	MIDDLESEX ELEM	44,736.00
059	Middlesex County Public Schools	90	MIDDLESEX HIGH	46,538.00
060	Montgomery County Public Schools	10	HARDING AVENUE ELEM	47,956.92
060	Montgomery County Public Schools	210	PRICES FORK ELEM	44,498.35
060	Montgomery County Public Schools	290	SHAWSVILLE MIDDLE	45,883.76
060	Montgomery County Public Schools	30	EASTERN MONTGOMERY ELEM	45,023.54
060	Montgomery County Public Schools	600	FALLING BRANCH ELEM	45,981.87
060	Montgomery County Public Schools	650	AUBURN HIGH	45,120.70
060	Montgomery County Public Schools	671	CHRISTIANSBURG MIDDLE	46,103.25
060	Montgomery County Public Schools	700	BELVIEW ELEM	48,522.92
060	Montgomery County Public Schools	710	BLACKSBURG MIDDLE	48,757.20
060	Montgomery County Public Schools	730	MARGARET BEEKS ELEM	46,617.76
060	Montgomery County Public Schools	740	CHRISTIANSBURG ELEM	45,298.95
060	Montgomery County Public Schools	750	GILBERT LINKOUS ELEM	45,796.62
060	Montgomery County Public Schools	760	BLACKSBURG HIGH	47,694.57
060	Montgomery County Public Schools	770	CHRISTIANSBURG HIGH	46,520.32
060	Montgomery County Public Schools	780	CHRISTIANSBURG PRIMARY	47,755.90
060	Montgomery County Public Schools	901	KIPPS ELEM	46,373.80
060	Montgomery County Public Schools	902	AUBURN ELEM	44,992.35
060	Montgomery County Public Schools	903	AUBURN MIDDLE	48,507.66
060	Montgomery County Public Schools	904	EASTERN MONTGOMERY HIGH	45,609.63
062	Nelson County Public Schools	10	ROCKFISH RIVER ELEM	49,831.88
062	Nelson County Public Schools	20	TYE RIVER ELEM	51,450.81
062	Nelson County Public Schools	710	NELSON COUNTY HIGH	51,381.47
062	Nelson County Public Schools	730	NELSON MIDDLE	51,117.28
063	New Kent County Public Schools	10	NEW KENT ELEM	46,291.28
063	New Kent County Public Schools	100	NEW KENT MIDDLE	44,971.28
063	New Kent County Public Schools	180	GEORGE W. WATKINS ELEM	46,007.93
063	New Kent County Public Schools	20	NEW KENT HIGH	47,245.84
065	Northampton County Public Schools	350	NORTHAMPTON HIGH	42,390.87
065	Northampton County Public Schools	360	NORTHAMPTON MIDDLE	39,284.75
065	Northampton County Public Schools	451	OCCOHANNOCK ELEM	42,717.37
065	Northampton County Public Schools	452	KIPTOPEKE ELEM	41,471.85
066	Northumberland County Public Schools	210	NORTHUMBERLAND MIDDLE	49,837.25
066	Northumberland County Public Schools	331	NORTHUMBERLAND ELEM	47,947.57
066	Northumberland County Public Schools	40	NORTHUMBERLAND HIGH	48,138.54
067	Nottoway County Public Schools	300	NOTTOWAY INTERMEDIATE	45,996.71
067	Nottoway County Public Schools	301	NOTTOWAY HIGH	48,319.13
067	Nottoway County Public Schools	302	NOTTOWAY MIDDLE	46,611.98
067	Nottoway County Public Schools	310	BURKEVILLE ELEM	48,811.24
067	Nottoway County Public Schools	330	CREWE PRIMARY	48,952.02
067	Nottoway County Public Schools	340	BLACKSTONE PRIMARY	47,201.34
068	Orange County Public Schools	330	ORANGE CO. HIGH	48,267.60
068	Orange County Public Schools	340	PROSPECT HEIGHTS MIDDLE	48,770.39
068	Orange County Public Schools	350	UNIONVILLE ELEM	52,589.81
068	Orange County Public Schools	360	GORDON-BARBOUR ELEM	47,775.15
068	Orange County Public Schools	370	ORANGE ELEM	48,254.74
068	Orange County Public Schools	471	LOCUST GROVE MIDDLE	49,106.23

**Virginia Department of Education**  
**Average Teacher Salaries by School for School Year 2015-2016**

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 2015-2016 Salary
068	Orange County Public Schools	50	LOCUST GROVE ELEM	47,738.68
068	Orange County Public Schools	51	LOCUST GROVE PRIMARY SCHOOL	47,756.55
068	Orange County Public Schools	70	LIGHTFOOT ELEM	50,519.47
069	Page County Public Schools	110	LURAY HIGH	45,468.77
069	Page County Public Schools	210	STANLEY ELEM	46,015.38
069	Page County Public Schools	310	SHENANDOAH ELEM	44,420.03
069	Page County Public Schools	340	GROVE HILL PRESCHOOL ACADEMY	51,558.25
069	Page County Public Schools	350	LURAY ELEM	44,787.60
069	Page County Public Schools	380	PAGE COUNTY HIGH	47,376.51
069	Page County Public Schools	390	PAGE COUNTY MIDDLE	42,667.38
069	Page County Public Schools	400	LURAY MIDDLE	45,380.96
069	Page County Public Schools	50	SPRINGFIELD ELEM	44,069.20
070	Patrick County Public Schools	150	MEADOWS OF DAN ELEM	40,235.00
070	Patrick County Public Schools	320	STUART ELEM	40,817.00
070	Patrick County Public Schools	350	HARDIN REYNOLDS ELEM	38,553.00
070	Patrick County Public Schools	440	BLUE RIDGE ELEM	43,574.00
070	Patrick County Public Schools	680	PATRICK SPRINGS ELEM	42,236.00
070	Patrick County Public Schools	700	PATRICK COUNTY HIGH	36,749.00
070	Patrick County Public Schools	80	WOOLWINE ELEM	43,471.00
071	Pittsylvania County Public Schools	1090	DAN RIVER MIDDLE	41,411.00
071	Pittsylvania County Public Schools	1130	TUNSTALL MIDDLE	43,390.00
071	Pittsylvania County Public Schools	1460	SOUTHSIDE ELEM	40,521.00
071	Pittsylvania County Public Schools	1660	CHATHAM MIDDLE	43,138.00
071	Pittsylvania County Public Schools	1680	DAN RIVER HIGH	42,166.00
071	Pittsylvania County Public Schools	1690	KENTUCK ELEM	41,922.00
071	Pittsylvania County Public Schools	1700	GRETNA HIGH	42,015.00
071	Pittsylvania County Public Schools	1710	STONY MILL ELEM	41,303.00
071	Pittsylvania County Public Schools	1720	CHATHAM HIGH	40,977.00
071	Pittsylvania County Public Schools	1730	TUNSTALL HIGH	41,278.00
071	Pittsylvania County Public Schools	1740	UNION HALL ELEM	41,765.00
071	Pittsylvania County Public Schools	1750	MT. AIRY ELEM	42,214.00
071	Pittsylvania County Public Schools	1851	TWIN SPRINGS ELEM	42,191.00
071	Pittsylvania County Public Schools	1853	BROSVILLE ELEM	41,801.00
071	Pittsylvania County Public Schools	280	GRETNA ELEM	42,159.00
071	Pittsylvania County Public Schools	290	GRETNA MIDDLE	42,709.00
071	Pittsylvania County Public Schools	30	JOHN L. HURT ELEM	42,503.00
071	Pittsylvania County Public Schools	640	CHATHAM ELEM	41,642.00
072	Powhatan County Public Schools	11	POWHATAN HIGH	50,553.12
072	Powhatan County Public Schools	13	POWHATAN ELEM	47,881.56
072	Powhatan County Public Schools	130	POWHATAN JR. HIGH	49,197.04
072	Powhatan County Public Schools	21	FLAT ROCK ELEM	48,983.69
072	Powhatan County Public Schools	231	POCAHONTAS ELEM	48,849.62
072	Powhatan County Public Schools	232	POCAHONTAS MIDDLE	48,721.62
073	Prince Edward County Public Schools	10	PRINCE EDWARD ELEM	47,830.00
073	Prince Edward County Public Schools	20	PRINCE EDWARD MIDDLE	42,792.00
073	Prince Edward County Public Schools	400	PRINCE EDWARD COUNTY HIGH	45,095.00
074	Prince George County Public Schools	20	PRINCE GEORGE HIGH	51,563.00
074	Prince George County Public Schools	270	N.B. CLEMENTS JUNIOR HIGH	49,766.00
074	Prince George County Public Schools	280	WILLIAM A. WALTON ELEM	48,331.00
074	Prince George County Public Schools	290	NORTH ELEM	47,022.00
074	Prince George County Public Schools	300	SOUTH ELEM	52,328.00
074	Prince George County Public Schools	310	L.L. BEAZLEY ELEM	48,635.00
074	Prince George County Public Schools	320	J.E.J. MOORE MIDDLE	49,959.00

**Virginia Department of Education**  
**Average Teacher Salaries by School for School Year 2015-2016**

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 2015-2016 Salary
074	Prince George County Public Schools	340	DAVID A. HARRISON ELEM	51,369.00
075	Prince William County Public Schools	1060	PATRIOT HIGH	62,733.09
075	Prince William County Public Schools	110	PINEY BRANCH ELEM	59,245.89
075	Prince William County Public Schools	120	ENTERPRISE ELEM	60,108.40
075	Prince William County Public Schools	130	JOHN F. PATTIE SR. ELEM	63,058.78
075	Prince William County Public Schools	140	POTOMAC HIGH	63,690.72
075	Prince William County Public Schools	150	THE NOKESVILLE SCHOOL	70,399.19
075	Prince William County Public Schools	160	MARTIN LUTHER KING JR. ELEM	58,854.82
075	Prince William County Public Schools	170	POTOMAC MIDDLE	60,906.02
075	Prince William County Public Schools	180	LAKE RIDGE ELEM	58,949.62
075	Prince William County Public Schools	190	WOODBINE PRE-SCHOOL CENTER	68,958.38
075	Prince William County Public Schools	20	SUDLEY ELEM	63,762.58
075	Prince William County Public Schools	200	ASHLAND ELEM	59,553.21
075	Prince William County Public Schools	220	J.W. ALVEY ELEM	63,290.33
075	Prince William County Public Schools	231	MARY G. PORTER TRADITIONAL	69,270.37
075	Prince William County Public Schools	240	MARY WILLIAMS ELEM	59,620.84
075	Prince William County Public Schools	250	HAYMARKET ELEM	58,744.43
075	Prince William County Public Schools	260	OCCOQUAN ELEM	59,898.57
075	Prince William County Public Schools	270	SUELLA G. ELLIS ELEM	56,388.34
075	Prince William County Public Schools	280	DUMFRIES ELEM	59,028.00
075	Prince William County Public Schools	290	BATTLEFIELD HIGH	65,139.92
075	Prince William County Public Schools	30	MINNIEVILLE ELEM	60,397.95
075	Prince William County Public Schools	300	FREEDOM HIGH	62,303.17
075	Prince William County Public Schools	310	RONALD WILSON REAGAN MIDDLE	61,028.88
075	Prince William County Public Schools	320	SPRINGWOODS ELEM	65,416.25
075	Prince William County Public Schools	330	A. HENDERSON ELEM	60,520.91
075	Prince William County Public Schools	340	GLENKIRK ELEM	65,062.03
075	Prince William County Public Schools	350	YORKSHIRE ELEM	57,478.78
075	Prince William County Public Schools	360	SAMUEL L. GRAVELY JR. ELEM SCH	60,039.93
075	Prince William County Public Schools	370	FANNIE W. FITZGERALD ELEM	57,635.44
075	Prince William County Public Schools	380	HERBERT J. SAUNDERS MIDDLE	66,789.44
075	Prince William County Public Schools	390	VICTORY ELEM	59,234.23
075	Prince William County Public Schools	40	ROCKLEDGE ELEM	58,020.12
075	Prince William County Public Schools	430	TRIANGLE ELEM	63,064.01
075	Prince William County Public Schools	440	R. DEAN KILBY ELEM	63,245.50
075	Prince William County Public Schools	450	FEATHERSTONE ELEM	62,228.40
075	Prince William County Public Schools	460	LOCH LOMOND ELEM	60,373.62
075	Prince William County Public Schools	470	T CLAY WOOD ELEM	60,522.40
075	Prince William County Public Schools	480	STONEWALL MIDDLE	63,787.20
075	Prince William County Public Schools	490	E.H. MARSTELLER MIDDLE	70,212.35
075	Prince William County Public Schools	500	SIGNAL HILL ELEM	61,951.96
075	Prince William County Public Schools	501	PARKSIDE MIDDLE	71,949.72
075	Prince William County Public Schools	510	GRAHAM PARK MIDDLE	65,499.85
075	Prince William County Public Schools	520	FRED M. LYNN MIDDLE	58,937.81
075	Prince William County Public Schools	530	BRENTSVILLE DISTRICT HIGH	64,128.02
075	Prince William County Public Schools	540	WEST GATE ELEM	59,096.08
075	Prince William County Public Schools	550	POTOMAC VIEW ELEM	57,674.33
075	Prince William County Public Schools	560	WOODBRIIDGE MIDDLE	65,961.12
075	Prince William County Public Schools	570	MARUMSCO HILLS ELEM	61,729.72
075	Prince William County Public Schools	580	ELIZABETH VAUGHAN ELEM	58,880.09
075	Prince William County Public Schools	591	RIPPON MIDDLE	66,438.40
075	Prince William County Public Schools	60	WOODBRIIDGE HIGH	62,270.15
075	Prince William County Public Schools	600	BELMONT ELEM	56,566.86

**Virginia Department of Education**  
**Average Teacher Salaries by School for School Year 2015-2016**

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 2015-2016 Salary
075	Prince William County Public Schools	610	DALE CITY ELEM	62,958.36
075	Prince William County Public Schools	620	C.A. SINCLAIR ELEM	61,916.69
075	Prince William County Public Schools	630	GEORGE G. TYLER ELEM	62,486.06
075	Prince William County Public Schools	640	MILLS E. GODWIN MIDDLE	62,584.68
075	Prince William County Public Schools	660	COLES ELEM	60,931.73
075	Prince William County Public Schools	670	BEL AIR ELEM	62,372.70
075	Prince William County Public Schools	680	STONEWALL JACKSON HIGH	65,886.90
075	Prince William County Public Schools	690	GAR-FIELD HIGH	70,168.03
075	Prince William County Public Schools	70	KERRYDALE ELEM	61,618.37
075	Prince William County Public Schools	700	NEABSCO ELEM	58,715.21
075	Prince William County Public Schools	710	C.D. HYLTON HIGH	68,120.54
075	Prince William County Public Schools	720	LAKE RIDGE MIDDLE	62,302.76
075	Prince William County Public Schools	730	SHARON C. MCAULIFFE ELEM	64,113.88
075	Prince William County Public Schools	740	WESTRIDGE ELEM	59,444.57
075	Prince William County Public Schools	750	RIVER OAKS ELEM	62,200.86
075	Prince William County Public Schools	760	ANTIETAM ELEM	62,449.43
075	Prince William County Public Schools	770	GEORGE P. MULLEN ELEM	63,322.33
075	Prince William County Public Schools	780	STUART M. BEVILLE MIDDLE	68,942.47
075	Prince William County Public Schools	790	THURGOOD MARSHALL ELEM	58,146.54
075	Prince William County Public Schools	80	OSBOURN PARK HIGH	67,080.73
075	Prince William County Public Schools	800	MONTCLAIR ELEM	59,754.27
075	Prince William County Public Schools	810	MOUNTAIN VIEW ELEM	65,480.25
075	Prince William County Public Schools	820	OLD BRIDGE ELEM	64,487.61
075	Prince William County Public Schools	830	LEESYLVANIA ELEM	61,326.52
075	Prince William County Public Schools	840	BENNETT ELEM	63,557.23
075	Prince William County Public Schools	850	SONNIE PENN ELEM	68,137.20
075	Prince William County Public Schools	860	BRISTOW RUN ELEM	64,675.78
075	Prince William County Public Schools	870	FOREST PARK HIGH	64,484.40
075	Prince William County Public Schools	880	LOUISE A. BENTON MIDDLE	67,993.20
075	Prince William County Public Schools	890	SWANS CREEK ELEM	61,162.57
075	Prince William County Public Schools	900	CEDAR POINT ELEM	66,796.39
075	Prince William County Public Schools	920	BULL RUN MIDDLE	66,987.97
075	Prince William County Public Schools	941	ROSA PARKS ELEM	60,838.95
075	Prince William County Public Schools	945	PENNINGTON SCHOOL	66,052.63
075	Prince William County Public Schools	950	BUCKLAND MILLS ELEM	63,971.81
075	Prince William County Public Schools	960	GAINESVILLE MIDDLE	65,003.97
075	Prince William County Public Schools	970	CHRIS YUNG ELEM	59,532.70
077	Pulaski County Public Schools	10	PULASKI COUNTY SR. HIGH	43,971.00
077	Pulaski County Public Schools	20	CRITZER ELEM	43,923.00
077	Pulaski County Public Schools	230	PULASKI ELEM	44,516.00
077	Pulaski County Public Schools	430	SNOWVILLE ELEM	46,897.00
077	Pulaski County Public Schools	460	PULASKI MIDDLE	41,932.00
077	Pulaski County Public Schools	500	RIVERLAWN ELEM	43,883.00
077	Pulaski County Public Schools	530	DUBLIN MIDDLE	41,639.00
077	Pulaski County Public Schools	540	DUBLIN ELEM	45,751.00
078	Rappahannock County Public Schools	230	RAPPAHANNOCK CO. HIGH	48,270.27
078	Rappahannock County Public Schools	240	RAPPAHANNOCK COUNTY ELEM	45,383.00
079	Richmond County Public Schools	20	RICHMOND COUNTY ELEM	44,632.00
079	Richmond County Public Schools	210	RAPPAHANNOCK HIGH	49,005.00
080	Roanoke County Public Schools	10	HIDDEN VALLEY MIDDLE	48,183.00
080	Roanoke County Public Schools	180	BURLINGTON ELEM	45,301.00
080	Roanoke County Public Schools	232	WILLIAM BYRD MIDDLE	46,171.00
080	Roanoke County Public Schools	290	MT. PLEASANT ELEM	46,661.00

**Virginia Department of Education**  
**Average Teacher Salaries by School for School Year 2015-2016**

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 2015-2016 Salary
080	Roanoke County Public Schools	330	CLEARBROOK ELEM	45,949.00
080	Roanoke County Public Schools	40	FORT LEWIS ELEM	46,130.00
080	Roanoke County Public Schools	420	BACK CREEK ELEM	48,599.00
080	Roanoke County Public Schools	470	CAVE SPRING HIGH	47,431.00
080	Roanoke County Public Schools	480	OAK GROVE ELEM	47,248.00
080	Roanoke County Public Schools	490	GLENVAR ELEM	45,772.00
080	Roanoke County Public Schools	50	PENN FOREST ELEM	48,893.00
080	Roanoke County Public Schools	500	MOUNTAIN VIEW ELEM	47,928.00
080	Roanoke County Public Schools	520	NORTHSIDE HIGH	47,038.00
080	Roanoke County Public Schools	530	MASON'S COVE ELEM	45,794.00
080	Roanoke County Public Schools	540	HERMAN L. HORN ELEM	45,157.00
080	Roanoke County Public Schools	560	CAVE SPRING ELEM	48,825.00
080	Roanoke County Public Schools	60	W.E. CUNDIFF ELEM	43,843.00
080	Roanoke County Public Schools	600	GREEN VALLEY ELEM	47,355.00
080	Roanoke County Public Schools	610	GLENVAR HIGH	47,018.00
080	Roanoke County Public Schools	620	CAVE SPRING MIDDLE	46,946.00
080	Roanoke County Public Schools	630	WILLIAM BYRD HIGH	47,386.00
080	Roanoke County Public Schools	640	NORTHSIDE MIDDLE	45,840.00
080	Roanoke County Public Schools	650	GLEN COVE ELEM	47,934.00
080	Roanoke County Public Schools	751	GLENVAR MIDDLE	46,624.00
080	Roanoke County Public Schools	752	BONSACK ELEM	47,429.00
080	Roanoke County Public Schools	754	HIDDEN VALLEY HIGH	47,373.00
081	Rockbridge County Public Schools	150	FAIRFIELD ELEM	46,360.00
081	Rockbridge County Public Schools	22	ROCKBRIDGE COUNTY HIGH	44,725.00
081	Rockbridge County Public Schools	340	MOUNTAIN VIEW ELEM	45,150.00
081	Rockbridge County Public Schools	641	NATURAL BRIDGE ELEM	44,134.00
081	Rockbridge County Public Schools	650	CENTRAL ELEM	44,911.00
081	Rockbridge County Public Schools	678	MAURY RIVER MIDDLE	45,042.00
082	Rockingham County Public Schools	10	PLAINS ELEM	47,249.49
082	Rockingham County Public Schools	1071	JOHN C. MYERS ELEM	45,684.20
082	Rockingham County Public Schools	1073	PEAK VIEW ELEM	46,729.56
082	Rockingham County Public Schools	20	SPOTSWOOD HIGH	47,639.41
082	Rockingham County Public Schools	360	LINVILLE-EDOM ELEM	47,833.75
082	Rockingham County Public Schools	390	RIVER BEND ELEM	48,496.58
082	Rockingham County Public Schools	391	EAST ROCKINGHAM HIGH	49,852.29
082	Rockingham County Public Schools	400	ELKTON ELEM	47,163.54
082	Rockingham County Public Schools	500	LACEY SPRING ELEM	47,313.09
082	Rockingham County Public Schools	520	MOUNTAIN VIEW ELEM	47,254.28
082	Rockingham County Public Schools	600	MCGAHEYSVILLE ELEM	48,314.81
082	Rockingham County Public Schools	830	SOUTH RIVER ELEM	48,037.29
082	Rockingham County Public Schools	850	TURNER ASHBY HIGH	50,928.46
082	Rockingham County Public Schools	860	MONTEVIDEO MIDDLE	49,074.04
082	Rockingham County Public Schools	861	CUB RUN ELEM	46,035.62
082	Rockingham County Public Schools	870	BROADWAY HIGH	49,425.22
082	Rockingham County Public Schools	890	WILBUR S. PENCE MIDDLE	48,391.30
082	Rockingham County Public Schools	900	ELKTON MIDDLE	46,336.61
082	Rockingham County Public Schools	920	OTTOBINE ELEM	48,616.52
082	Rockingham County Public Schools	940	FULKS RUN ELEM	49,599.44
082	Rockingham County Public Schools	950	PLEASANT VALLEY ELEM	47,359.73
082	Rockingham County Public Schools	960	J. FRANK HILLYARD MIDDLE	47,613.63
082	Rockingham County Public Schools	970	JOHN W. WAYLAND ELEM	48,397.02
083	Russell County Public Schools	140	LEBANON HIGH	42,403.43
083	Russell County Public Schools	390	LEBANON PRIMARY	40,812.58

**Virginia Department of Education**  
**Average Teacher Salaries by School for School Year 2015-2016**

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 2015-2016 Salary
083	Russell County Public Schools	410	LEBANON ELEM	38,810.78
083	Russell County Public Schools	540	HONAKER HIGH	43,240.89
083	Russell County Public Schools	580	BELFAST ELK GARDEN ELEM	41,580.94
083	Russell County Public Schools	710	SWORDS CREEK ELEM	40,360.75
083	Russell County Public Schools	791	CASTLEWOOD HIGH	43,716.29
083	Russell County Public Schools	792	CASTLEWOOD ELEM	37,968.06
083	Russell County Public Schools	800	GIVENS ELEM	35,529.25
083	Russell County Public Schools	820	COPPER CREEK ELEM	36,583.54
083	Russell County Public Schools	890	HONAKER ELEM	41,744.51
083	Russell County Public Schools	902	LEBANON MIDDLE	41,709.93
084	Scott County Public Schools	102	FORT BLACKMORE PRIMARY	46,858.00
084	Scott County Public Schools	20	RYE COVE INTERMEDIATE	40,876.00
084	Scott County Public Schools	220	NICKELSVILLE ELEM	45,487.00
084	Scott County Public Schools	260	RYE COVE HIGH	45,917.00
084	Scott County Public Schools	42	DUNGANNON INTERMEDIATE	44,310.00
084	Scott County Public Schools	641	SHOEMAKER ELEM	43,291.00
084	Scott County Public Schools	670	HILTON ELEM	44,340.00
084	Scott County Public Schools	740	WEBER CITY ELEM	42,104.00
084	Scott County Public Schools	750	DUFFIELD-PATTONSVILLE PRIMARY	43,391.00
084	Scott County Public Schools	770	GATE CITY HIGH	45,708.00
084	Scott County Public Schools	771	GATE CITY MIDDLE	45,222.00
084	Scott County Public Schools	780	TWIN SPRINGS HIGH	47,718.00
084	Scott County Public Schools	790	YUMA ELEM	42,870.00
085	Shenandoah County Public Schools	20	W.W. ROBINSON ELEM	46,562.00
085	Shenandoah County Public Schools	30	PETER MUHLENBERG MIDDLE	47,619.00
085	Shenandoah County Public Schools	40	NORTH FORK MIDDLE	48,272.00
085	Shenandoah County Public Schools	50	SIGNAL KNOB MIDDLE	46,852.00
085	Shenandoah County Public Schools	770	STRASBURG HIGH	45,182.00
085	Shenandoah County Public Schools	780	CENTRAL HIGH	48,134.00
085	Shenandoah County Public Schools	790	STONEWALL JACKSON HIGH	50,195.00
085	Shenandoah County Public Schools	810	SANDY HOOK ELEM	46,144.00
085	Shenandoah County Public Schools	820	ASHBY LEE ELEM	46,461.00
086	Smyth County Public Schools	120	NORTHWOOD MIDDLE	46,964.00
086	Smyth County Public Schools	250	NORTHWOOD HIGH	43,109.00
086	Smyth County Public Schools	290	ATKINS ELEM	44,350.00
086	Smyth County Public Schools	460	CHILHOWIE HIGH	44,320.00
086	Smyth County Public Schools	555	SUGAR GROVE ELEM	42,400.00
086	Smyth County Public Schools	680	MARION MIDDLE	38,871.00
086	Smyth County Public Schools	690	OAK POINT ELEM	41,669.00
086	Smyth County Public Schools	700	MARION SENIOR HIGH	39,764.00
086	Smyth County Public Schools	710	MARION ELEM	43,298.00
086	Smyth County Public Schools	720	RICH VALLEY ELEM	45,729.00
086	Smyth County Public Schools	730	CHILHOWIE ELEM	42,995.00
086	Smyth County Public Schools	740	SALTVILLE ELEM	46,114.00
086	Smyth County Public Schools	851	CHILHOWIE MIDDLE	44,122.00
087	Southampton County Public Schools	10	NOTTOWAY ELEM	43,654.11
087	Southampton County Public Schools	20	MEHERRIN ELEM	42,575.22
087	Southampton County Public Schools	690	SOUTHAMPTON HIGH	47,612.76
087	Southampton County Public Schools	700	SOUTHAMPTON MIDDLE	43,892.76
087	Southampton County Public Schools	710	CAPRON ELEM	43,200.47
087	Southampton County Public Schools	780	RIVERDALE ELEM	43,510.15
088	Spotsylvania County Public Schools	10	BATTLEFIELD ELEM	55,344.00
088	Spotsylvania County Public Schools	130	ROBERT E. LEE ELEM	51,629.00



**Virginia Department of Education**  
**Average Teacher Salaries by School for School Year 2015-2016**

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 2015-2016 Salary
088	Spotsylvania County Public Schools	20	COURTLAND HIGH	52,702.00
088	Spotsylvania County Public Schools	22	COURTLAND ELEM	54,325.00
088	Spotsylvania County Public Schools	220	POST OAK MIDDLE	51,707.00
088	Spotsylvania County Public Schools	30	LEE HILL ELEM	48,124.00
088	Spotsylvania County Public Schools	330	SPOTSYLVANIA MIDDLE	54,432.00
088	Spotsylvania County Public Schools	340	BERKELEY ELEM	52,736.00
088	Spotsylvania County Public Schools	350	LIVINGSTON ELEM	51,183.00
088	Spotsylvania County Public Schools	360	SPOTSWOOD ELEM	51,566.00
088	Spotsylvania County Public Schools	370	SPOTSYLVANIA HIGH	53,987.00
088	Spotsylvania County Public Schools	381	CHANCELLOR HIGH	52,540.00
088	Spotsylvania County Public Schools	382	CHANCELLOR MIDDLE	50,534.00
088	Spotsylvania County Public Schools	390	SMITH STATION ELEM	52,650.00
088	Spotsylvania County Public Schools	40	CHANCELLOR ELEM	52,745.00
088	Spotsylvania County Public Schools	400	BROCK ROAD ELEM	54,315.00
088	Spotsylvania County Public Schools	50	BATTLEFIELD MIDDLE	48,691.00
088	Spotsylvania County Public Schools	501	COURTHOUSE RD ELEM	48,650.00
088	Spotsylvania County Public Schools	502	THORNBURG MIDDLE	52,047.00
088	Spotsylvania County Public Schools	503	RIVERVIEW ELEM	50,759.00
088	Spotsylvania County Public Schools	504	WILDERNESS ELEM	53,155.00
088	Spotsylvania County Public Schools	505	NI RIVER MIDDLE	52,852.00
088	Spotsylvania County Public Schools	506	MASSAPONAX HIGH	51,007.00
088	Spotsylvania County Public Schools	507	HARRISON ROAD ELEM	47,656.00
088	Spotsylvania County Public Schools	508	PARKSIDE ELEM	50,951.00
088	Spotsylvania County Public Schools	509	FREEDOM MIDDLE	49,824.00
088	Spotsylvania County Public Schools	510	RIVERBEND HIGH	52,123.00
088	Spotsylvania County Public Schools	511	CEDAR FOREST ELEM	49,727.00
088	Spotsylvania County Public Schools	60	SALEM ELEM	49,579.00
089	Stafford County Public Schools	10	EDWARD E. DREW JR. MIDDLE	55,118.00
089	Stafford County Public Schools	111	STAFFORD ELEM	49,051.00
089	Stafford County Public Schools	112	STAFFORD MIDDLE	51,538.00
089	Stafford County Public Schools	162	T. BENTON GAYLE MIDDLE	54,859.00
089	Stafford County Public Schools	20	STAFFORD SR. HIGH	55,566.00
089	Stafford County Public Schools	230	FERRY FARM ELEM	55,894.00
089	Stafford County Public Schools	250	HARTWOOD ELEM	55,507.00
089	Stafford County Public Schools	260	ANNE E. MONCURE ELEM	51,584.00
089	Stafford County Public Schools	270	GRAFTON VILLAGE ELEM	54,610.00
089	Stafford County Public Schools	280	FALMOUTH ELEM	51,323.00
089	Stafford County Public Schools	30	NORTH STAFFORD HIGH	53,188.00
089	Stafford County Public Schools	300	PARK RIDGE ELEM	53,819.00
089	Stafford County Public Schools	320	HAMPTON OAKS ELEM	49,903.00
089	Stafford County Public Schools	40	ANDREW G. WRIGHT MIDDLE	52,645.00
089	Stafford County Public Schools	41	GARRISONVILLE ELEM	55,407.00
089	Stafford County Public Schools	421	BROOKE POINT HIGH	57,481.00
089	Stafford County Public Schools	422	H.H. POOLE MIDDLE	55,337.00
089	Stafford County Public Schools	423	WINDING CREEK ELEM	52,532.00
089	Stafford County Public Schools	424	COLONIAL FORGE HIGH	52,592.00
089	Stafford County Public Schools	425	ROCKY RUN ELEM	52,292.00
089	Stafford County Public Schools	426	RODNEY E. THOMPSON MIDDLE	51,617.00
089	Stafford County Public Schools	427	KATE WALLER BARRETT ELEM	48,747.00
089	Stafford County Public Schools	429	MARGARET BRENT ELEM	51,116.00
089	Stafford County Public Schools	430	MOUNTAIN VIEW HIGH	52,682.00
089	Stafford County Public Schools	431	CONWAY ELEM	52,312.00
089	Stafford County Public Schools	432	DONALD B. DIXON-LYLE R. SMITH MIDDLE	46,580.00

**Virginia Department of Education**  
**Average Teacher Salaries by School for School Year 2015-2016**

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 2015-2016 Salary
089	Stafford County Public Schools	433	ANTHONY BURNS ELEM	49,596.00
089	Stafford County Public Schools	440	SHIRLEY C. HEIM MIDDLE	49,364.00
089	Stafford County Public Schools	50	WIDEWATER ELEM	50,018.00
089	Stafford County Public Schools	60	ROCKHILL ELEM	53,602.00
090	Surry County Public Schools	10	SURRY COUNTY HIGH	52,250.00
090	Surry County Public Schools	20	SURRY ELEM	49,473.40
090	Surry County Public Schools	30	LUTHER P. JACKSON MIDDLE	51,958.00
091	Sussex County Public Schools	340	SUSSEX CENTRAL HIGH	55,261.00
091	Sussex County Public Schools	482	SUSSEX CENTRAL MIDDLE	49,266.00
091	Sussex County Public Schools	483	SUSSEX CENTRAL ELEM	51,313.00
092	Tazewell County Public Schools	10	GRAHAM MIDDLE	44,885.00
092	Tazewell County Public Schools	100	TAZEWEEL MIDDLE	45,835.00
092	Tazewell County Public Schools	1020	ABBS VALLEY-BOISSEVAIN ELEM	42,935.00
092	Tazewell County Public Schools	1030	TAZEWEEL ELEM	42,410.00
092	Tazewell County Public Schools	450	NORTH TAZEWEEL ELEM	42,632.00
092	Tazewell County Public Schools	750	DUDLEY PRIMARY	44,823.00
092	Tazewell County Public Schools	821	RICHLANDS HIGH	46,351.00
092	Tazewell County Public Schools	822	RICHLANDS ELEM	44,361.00
092	Tazewell County Public Schools	823	RICHLANDS MIDDLE	46,318.00
092	Tazewell County Public Schools	830	CEDAR BLUFF ELEM	42,453.00
092	Tazewell County Public Schools	890	TAZEWEEL HIGH	44,077.00
092	Tazewell County Public Schools	920	RAVEN ELEM	43,812.00
092	Tazewell County Public Schools	940	GRAHAM HIGH	42,537.00
092	Tazewell County Public Schools	960	GRAHAM INTERMEDIATE	44,570.00
092	Tazewell County Public Schools	980	SPRINGVILLE ELEM	44,815.00
093	Warren County Public Schools	140	E. WILSON MORRISON ELEM	45,797.83
093	Warren County Public Schools	20	LESLIE FOX KEYSER ELEM	45,113.46
093	Warren County Public Schools	230	WARREN COUNTY HIGH	46,322.66
093	Warren County Public Schools	240	RESSIE JEFFRIES ELEM	45,700.25
093	Warren County Public Schools	250	SKYLINE HIGH	46,855.06
093	Warren County Public Schools	270	WARREN COUNTY MIDDLE	45,811.41
093	Warren County Public Schools	371	HILDA J. BARBOUR ELEM	45,607.29
093	Warren County Public Schools	90	A.S. RHODES ELEM	45,055.50
094	Washington County Public Schools	1020	VALLEY INSTITUTE ELEM	42,503.59
094	Washington County Public Schools	1030	ABINGDON HIGH	45,315.41
094	Washington County Public Schools	1040	JOHN S. BATTLE HIGH	44,997.26
094	Washington County Public Schools	1050	PATRICK HENRY HIGH	46,951.28
094	Washington County Public Schools	1060	HOLSTON HIGH	44,691.96
094	Washington County Public Schools	1070	HIGH POINT ELEM	42,550.40
094	Washington County Public Schools	1080	ABINGDON ELEM	44,682.79
094	Washington County Public Schools	1090	GLADE SPRING MIDDLE	47,540.46
094	Washington County Public Schools	1110	E.B. STANLEY MIDDLE	46,100.16
094	Washington County Public Schools	20	MEADOWVIEW ELEM	43,612.07
094	Washington County Public Schools	260	GREENDALE ELEM	42,201.60
094	Washington County Public Schools	40	DAMASCUS MIDDLE	45,304.58
094	Washington County Public Schools	50	RHEA VALLEY ELEM	43,697.91
094	Washington County Public Schools	620	WALLACE MIDDLE	45,834.68
094	Washington County Public Schools	70	WATAUGA ELEM	44,258.32
095	Westmoreland County Public Schools	120	WASHINGTON & LEE HIGH	44,895.00
095	Westmoreland County Public Schools	210	COPELE ELEM	43,647.00
095	Westmoreland County Public Schools	300	MONTROSS MIDDLE	42,771.00
095	Westmoreland County Public Schools	310	WASHINGTON DISTRICT ELEM	41,589.00
096	Wise County Public Schools	1000	CENTRAL HIGH	46,859.58

**Virginia Department of Education**  
**Average Teacher Salaries by School for School Year 2015-2016**

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 2015-2016 Salary
096	Wise County Public Schools	1010	UNION HIGH	51,042.25
096	Wise County Public Schools	1012	POWELL VALLEY PRIMARY	47,255.39
096	Wise County Public Schools	1013	POWELL VALLEY MIDDLE	47,280.42
096	Wise County Public Schools	1020	WISE PRIMARY	43,773.25
096	Wise County Public Schools	20	APPALACHIA ELEM	43,616.06
096	Wise County Public Schools	320	L.F. ADDINGTON MIDDLE	46,372.21
096	Wise County Public Schools	651	COEBURN MIDDLE	45,127.77
096	Wise County Public Schools	652	EASTSIDE HIGH	51,533.95
096	Wise County Public Schools	653	COEBURN PRIMARY	46,071.46
096	Wise County Public Schools	73	J.W. ADAMS COMBINED	45,422.00
096	Wise County Public Schools	871	ST. PAUL ELEM	48,484.13
097	Wythe County Public Schools	100	MAX MEADOWS ELEM	48,458.91
097	Wythe County Public Schools	1073	FORT CHISWELL MIDDLE	44,009.59
097	Wythe County Public Schools	1074	RURAL RETREAT MIDDLE	45,133.58
097	Wythe County Public Schools	1075	SCOTT MEMORIAL MIDDLE	45,086.78
097	Wythe County Public Schools	190	SPILLER ELEM	45,274.91
097	Wythe County Public Schools	201	RURAL RETREAT ELEM	45,820.53
097	Wythe County Public Schools	202	RURAL RETREAT HIGH	47,622.25
097	Wythe County Public Schools	440	SPEEDWELL ELEM	47,912.31
097	Wythe County Public Schools	721	GEORGE WYTHE HIGH	46,359.73
097	Wythe County Public Schools	730	JACKSON MEMORIAL ELEM	45,278.74
097	Wythe County Public Schools	740	SHEFFEY ELEM	44,921.87
097	Wythe County Public Schools	760	FORT CHISWELL HIGH	45,884.93
098	York County Public Schools	10	MAGRUDER ELEM	52,706.50
098	York County Public Schools	140	GRAFTON BETHEL ELEM	54,889.84
098	York County Public Schools	160	DARE ELEM	50,426.54
098	York County Public Schools	170	SEAFORD ELEM	51,430.60
098	York County Public Schools	180	BETHEL MANOR ELEM	47,927.43
098	York County Public Schools	190	TABB MIDDLE	51,663.17
098	York County Public Schools	20	BRUTON HIGH	50,249.98
098	York County Public Schools	200	QUEENS LAKE MIDDLE	51,692.63
098	York County Public Schools	210	YORKTOWN ELEM	50,021.18
098	York County Public Schools	220	WALLER MILL ELEM	47,528.82
098	York County Public Schools	230	TABB HIGH	51,256.83
098	York County Public Schools	30	YORK HIGH	50,828.36
098	York County Public Schools	332	GRAFTON HIGH	50,878.44
098	York County Public Schools	333	GRAFTON MIDDLE	50,515.87
098	York County Public Schools	335	YORK RIVER ACADEMY	47,790.89
098	York County Public Schools	50	TABB ELEM	51,678.48
098	York County Public Schools	60	YORKTOWN MIDDLE	50,046.13
098	York County Public Schools	80	MT. VERNON ELEM	51,276.78
098	York County Public Schools	90	COVENTRY ELEM	52,077.22
101	Alexandria City Public Schools	100	GEORGE MASON ELEM	70,710.05
101	Alexandria City Public Schools	110	DOUGLAS MACARTHUR ELEM	74,958.25
101	Alexandria City Public Schools	120	CHARLES BARRETT ELEM	72,166.75
101	Alexandria City Public Schools	130	GEORGE WASHINGTON MIDDLE	72,298.28
101	Alexandria City Public Schools	140	FRANCIS C. HAMMOND MIDDLE	74,186.52
101	Alexandria City Public Schools	160	CORA KELLY MAGNET ELEM	64,642.13
101	Alexandria City Public Schools	190	WILLIAM RAMSAY ELEM	70,622.40
101	Alexandria City Public Schools	210	TC WILLIAMS HIGH	74,972.85
101	Alexandria City Public Schools	220	JAMES K POLK ELEM	71,565.30
101	Alexandria City Public Schools	230	JOHN ADAMS ELEM	69,768.38
101	Alexandria City Public Schools	30	MOUNT VERNON ELEM	70,335.37

**Virginia Department of Education**  
**Average Teacher Salaries by School for School Year 2015-2016**

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 2015-2016 Salary
101	Alexandria City Public Schools	333	SAMUEL W TUCKER ELEM	80,769.60
101	Alexandria City Public Schools	50	PATRICK HENRY ELEM	65,459.65
101	Alexandria City Public Schools	60	MAURY ELEM	67,906.81
101	Alexandria City Public Schools	80	LYLES-CROUCH ELEM	79,135.34
101	Alexandria City Public Schools	90	JEFFERSON-HOUSTON ELEM	70,755.11
102	Bristol City Public Schools	10	VIRGINIA MIDDLE	43,869.08
102	Bristol City Public Schools	100	JOSEPH VAN PELT ELEM	43,739.84
102	Bristol City Public Schools	60	HIGHLAND VIEW ELEM	45,621.65
102	Bristol City Public Schools	70	STONEWALL JACKSON ELEM	43,519.95
102	Bristol City Public Schools	80	VIRGINIA HIGH	45,778.75
102	Bristol City Public Schools	90	WASHINGTON LEE ELEM	43,132.50
103	Buena Vista City Public Schools	40	ENDERLY HEIGHTS ELEM	33,439.00
103	Buena Vista City Public Schools	61	PARRY MCCLUER MIDDLE	39,571.00
103	Buena Vista City Public Schools	62	PARRY MCCLUER HIGH	40,182.00
103	Buena Vista City Public Schools	70	FW KLING JR ELEM	43,089.00
104	Charlottesville City Public Schools	10	JOHNSON ELEM	54,237.47
104	Charlottesville City Public Schools	100	BUFORD MIDDLE	55,874.86
104	Charlottesville City Public Schools	110	WALKER UPPER ELEM	56,384.22
104	Charlottesville City Public Schools	120	JACKSON-VIA ELEM	54,396.23
104	Charlottesville City Public Schools	140	CHARLOTTESVILLE HIGH	57,590.99
104	Charlottesville City Public Schools	40	VENABLE ELEM	59,041.20
104	Charlottesville City Public Schools	50	CLARK ELEM	54,229.85
104	Charlottesville City Public Schools	70	BURNLEY-MORAN ELEM	55,590.61
104	Charlottesville City Public Schools	90	GREENBRIER ELEM	57,412.57
106	Colonial Heights City Public Schools	20	COLONIAL HEIGHTS MIDDLE	50,829.00
106	Colonial Heights City Public Schools	30	NORTH ELEM	50,774.00
106	Colonial Heights City Public Schools	40	COLONIAL HEIGHTS HIGH	49,908.00
106	Colonial Heights City Public Schools	50	LAKEVIEW ELEM	51,809.00
106	Colonial Heights City Public Schools	60	TUSSING ELEM	50,521.00
107	Covington City Public Schools	260	EDGEMONT PRIMARY	50,733.93
107	Covington City Public Schools	350	COVINGTON HIGH	52,601.36
107	Covington City Public Schools	360	JETER-WATSON INTERMEDIATE	49,204.40
108	Danville City Public Schools	1372	WESTWOOD MIDDLE	45,444.16
108	Danville City Public Schools	1374	GALILEO MAGNET HIGH	50,434.99
108	Danville City Public Schools	139	LANGSTON FOCUS	48,237.30
108	Danville City Public Schools	190	G.L.H. JOHNSON ELEM	44,411.36
108	Danville City Public Schools	20	FOREST HILLS ELEM	44,587.39
108	Danville City Public Schools	200	GROVE PARK PRESCHOOL	47,118.03
108	Danville City Public Schools	210	GEORGE WASHINGTON HIGH	50,431.40
108	Danville City Public Schools	220	WOODBERRY HILLS ELEM	44,875.66
108	Danville City Public Schools	250	PARK AVENUE ELEM	43,722.34
108	Danville City Public Schools	260	O. TRENT BONNER MIDDLE	44,221.61
108	Danville City Public Schools	30	THE NORTHSIDE PRESCHOOL	48,838.53
108	Danville City Public Schools	40	SCHOOLFIELD ELEM	48,444.90
108	Danville City Public Schools	490	E. A. GIBSON ELEM	46,540.24
109	Falls Church City Public Schools	240	MT. DANIEL SCHOOL	65,753.22
109	Falls Church City Public Schools	251	GEORGE MASON HIGH	78,581.29
109	Falls Church City Public Schools	252	MARY ELLEN HENDERSON MIDDLE	72,359.22
109	Falls Church City Public Schools	260	THOMAS JEFFERSON ELEM	75,293.56
109	Falls Church City Public Schools	270	JESSIE THACKREY PRESCHOOL	69,574.00
110	Fredericksburg City Public Schools	272	LAFAYETTE UPPER ELEM	52,499.13
110	Fredericksburg City Public Schools	273	WALKER-GRANT MIDDLE	49,857.23
110	Fredericksburg City Public Schools	30	ORIGINAL WALKER-GRANT	57,634.14

**Virginia Department of Education**  
**Average Teacher Salaries by School for School Year 2015-2016**

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 2015-2016 Salary
110	Fredericksburg City Public Schools	40	JAMES MONROE HIGH	55,398.38
110	Fredericksburg City Public Schools	50	HUGH MERCER ELEM	49,966.61
111	Galax City Public Schools	10	GALAX ELEM	44,213.00
111	Galax City Public Schools	31	GALAX HIGH	46,702.00
111	Galax City Public Schools	32	GALAX MIDDLE	44,739.00
112	Hampton City Public Schools	120	ARMSTRONG ELEM	47,142.00
112	Hampton City Public Schools	160	ABERDEEN ELEM	46,635.00
112	Hampton City Public Schools	180	SAMUEL P. LANGLEY ELEM	45,230.00
112	Hampton City Public Schools	210	MOTON EARLY CHILDHOOD CENTER	45,886.00
112	Hampton City Public Schools	250	JANE H. BRYAN ELEM	45,385.00
112	Hampton City Public Schools	260	ALFRED S. FORREST ELEM	47,648.00
112	Hampton City Public Schools	270	JOHN B. CARY ELEM	44,716.00
112	Hampton City Public Schools	280	HAMPTON HIGH	46,618.00
112	Hampton City Public Schools	30	FRANCIS ASBURY ELEM	47,437.00
112	Hampton City Public Schools	300	JEFFERSON DAVIS MIDDLE	47,244.00
112	Hampton City Public Schools	320	KECOUGHTAN HIGH	48,325.00
112	Hampton City Public Schools	330	BARRON ELEM	48,480.00
112	Hampton City Public Schools	350	BENJAMIN SYMS MIDDLE	45,824.00
112	Hampton City Public Schools	360	TUCKER-CAPPS ELEM	47,736.00
112	Hampton City Public Schools	370	PHILLIPS ELEM	47,399.00
112	Hampton City Public Schools	380	THOMAS EATON MIDDLE	47,303.00
112	Hampton City Public Schools	410	PAUL BURBANK ELEM	46,403.00
112	Hampton City Public Schools	420	CHRISTOPHER C. KRAFT ELEM	47,042.00
112	Hampton City Public Schools	430	BETHEL HIGH	47,988.00
112	Hampton City Public Schools	440	JOHN TYLER ELEM	47,918.00
112	Hampton City Public Schools	450	C. ALTON LINDSAY MIDDLE	46,772.00
112	Hampton City Public Schools	460	CAPTAIN JOHN SMITH ELEM	47,007.00
112	Hampton City Public Schools	470	BOOKER ELEM	48,666.00
112	Hampton City Public Schools	490	LUTHER W. MACHEN ELEM	46,372.00
112	Hampton City Public Schools	50	PHOEBUS HIGH	48,458.00
112	Hampton City Public Schools	500	A.W.E. BASSETTE ELEM	47,483.00
112	Hampton City Public Schools	640	HUNTER B ANDREWS	45,777.00
112	Hampton City Public Schools	650	GEORGE P PHENIX ELEM	45,742.00
112	Hampton City Public Schools	70	FRANCIS W. JONES MAGNET MIDDLE	47,664.00
112	Hampton City Public Schools	80	WILLIAM MASON COOPER ELEM	46,368.00
113	Harrisonburg City Public Schools	110	SMITHLAND ELEM	45,668.09
113	Harrisonburg City Public Schools	111	SKYLINE MIDDLE	46,796.32
113	Harrisonburg City Public Schools	12	HARRISONBURG HIGH	48,038.82
113	Harrisonburg City Public Schools	191	STONE SPRING ELEM	47,569.91
113	Harrisonburg City Public Schools	30	WATERMAN ELEM	47,727.84
113	Harrisonburg City Public Schools	50	KEISTER ELEM	46,408.52
113	Harrisonburg City Public Schools	60	SPOTSWOOD ELEM	45,046.43
113	Harrisonburg City Public Schools	80	THOMAS HARRISON MIDDLE	47,533.15
114	Hopewell City Public Schools	110	CARTER G. WOODSON MIDDLE	47,598.00
114	Hopewell City Public Schools	120	HOPEWELL HIGH	49,268.00
114	Hopewell City Public Schools	140	HARRY E. JAMES ELEM	48,566.00
114	Hopewell City Public Schools	151	WOODLAWN PRE-SCHOOL LRNG CTR.	46,374.00
114	Hopewell City Public Schools	40	DUPONT ELEM	49,190.00
114	Hopewell City Public Schools	70	PATRICK COPELAND ELEM	48,845.00
115	Lynchburg City Public Schools	1102	HERITAGE ELEM	43,422.35
115	Lynchburg City Public Schools	130	HERITAGE HIGH	48,100.84
115	Lynchburg City Public Schools	170	PAUL LAURENCE DUNBAR MID. FOR INNOV.	43,545.29
115	Lynchburg City Public Schools	190	ROBERT S. PAYNE ELEM	45,806.70

**Virginia Department of Education**  
**Average Teacher Salaries by School for School Year 2015-2016**

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 2015-2016 Salary
115	Lynchburg City Public Schools	250	WILLIAM M. BASS ELEM	44,264.32
115	Lynchburg City Public Schools	260	E.C. GLASS HIGH	45,444.52
115	Lynchburg City Public Schools	270	PERRYMONT ELEM	43,039.61
115	Lynchburg City Public Schools	290	BEDFORD HILLS ELEM	44,222.44
115	Lynchburg City Public Schools	300	SHEFFIELD ELEM	48,811.83
115	Lynchburg City Public Schools	330	PAUL MUNRO ELEM	47,160.25
115	Lynchburg City Public Schools	340	SANDUSKY MIDDLE	45,994.01
115	Lynchburg City Public Schools	350	LINKHORNE MIDDLE	45,787.80
115	Lynchburg City Public Schools	360	LINKHORNE ELEM	45,252.23
115	Lynchburg City Public Schools	370	SANDUSKY ELEM	44,403.57
115	Lynchburg City Public Schools	70	DEARINGTON ELEM/INNOVATION	43,393.64
115	Lynchburg City Public Schools	90	T.C. MILLER ELEM FOR INNOVAT.	45,360.32
116	Martinsville City Public Schools	10	MARTINSVILLE MIDDLE	43,883.00
116	Martinsville City Public Schools	110	MARTINSVILLE HIGH	45,799.00
116	Martinsville City Public Schools	222	ALBERT HARRIS ELEM	45,042.00
116	Martinsville City Public Schools	223	PATRICK HENRY ELEM	45,034.00
116	Martinsville City Public Schools	224	CLEARVIEW EARLY CHILDHOOD CTR.	43,395.00
117	Newport News City Public Schools	1070	WARWICK HIGH	50,056.39
117	Newport News City Public Schools	1080	HILTON ELEM	52,905.09
117	Newport News City Public Schools	110	B.T. WASHINGTON MIDDLE	52,355.04
117	Newport News City Public Schools	1120	NEWSOME PARK ELEM	49,037.41
117	Newport News City Public Schools	1150	RIVERSIDE ELEM	49,394.22
117	Newport News City Public Schools	1170	CARVER ELEM	51,434.08
117	Newport News City Public Schools	1180	LEE HALL ELEM	49,270.65
117	Newport News City Public Schools	1210	HIDENWOOD ELEM	50,078.70
117	Newport News City Public Schools	1220	MENCHVILLE HIGH	52,394.42
117	Newport News City Public Schools	1230	RICHNECK ELEM	50,782.21
117	Newport News City Public Schools	1240	HORACE H. EPES ELEM	50,714.12
117	Newport News City Public Schools	1250	B.C. CHARLES ELEM	50,488.74
117	Newport News City Public Schools	1260	ETHEL M. GILDERSLEEVE MIDDLE	50,240.69
117	Newport News City Public Schools	1270	HOMER L. HINES MIDDLE	48,991.92
117	Newport News City Public Schools	1290	KILN CREEK ELEM	49,284.83
117	Newport News City Public Schools	130	MAGRUDER ELEM	49,979.80
117	Newport News City Public Schools	1393	CRITTENDEN MIDDLE	48,861.05
117	Newport News City Public Schools	1395	HERITAGE HIGH	50,829.41
117	Newport News City Public Schools	1396	WOODSIDE HIGH	49,956.64
117	Newport News City Public Schools	1398	DEER PARK ELEM	50,469.30
117	Newport News City Public Schools	1400	MARY PASSAGE MIDDLE	49,639.65
117	Newport News City Public Schools	1402	DENBIGH EARLY CHILDHOOD CENTER	50,271.54
117	Newport News City Public Schools	1404	ACHIEVABLE DREAM ACADEMY	48,678.08
117	Newport News City Public Schools	1405	ACHIEVABLE DREAM MIDDLE/HIGH	51,176.08
117	Newport News City Public Schools	1407	GENERAL STANFORD ELEM	48,587.89
117	Newport News City Public Schools	1408	GATEWOOD ACADEMY	53,519.27
117	Newport News City Public Schools	1409	LEE HALL EARLY CHILDHOOD CENTER	49,080.58
117	Newport News City Public Schools	1410	WATKINS EARLY CHILDHOOD CENTER	50,606.16
117	Newport News City Public Schools	1411	JOHN MARSHALL EARLY CHILDHOOD CTR	49,882.52
117	Newport News City Public Schools	150	OLIVER C. GREENWOOD ELEM	48,693.28
117	Newport News City Public Schools	20	J.M. DOZIER MIDDLE	49,203.30
117	Newport News City Public Schools	200	L.F. PALMER ELEM	48,560.21
117	Newport News City Public Schools	250	SEDGEFIELD ELEM	49,159.32
117	Newport News City Public Schools	270	RICHARD T. YATES ELEM	51,839.87
117	Newport News City Public Schools	280	DENBIGH HIGH	49,992.59
117	Newport News City Public Schools	290	T. RYLAND SANFORD ELEM	48,099.06

**Virginia Department of Education**  
**Average Teacher Salaries by School for School Year 2015-2016**

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 2015-2016 Salary
117	Newport News City Public Schools	300	JOSEPH H. SAUNDERS ELEM	48,687.65
117	Newport News City Public Schools	310	R.O. NELSON ELEM	49,305.59
117	Newport News City Public Schools	320	WILLIS A. JENKINS ELEM	50,132.31
117	Newport News City Public Schools	50	DAVID A. DUTROW ELEM	51,112.50
117	Newport News City Public Schools	70	GEORGE J. MCINTOSH ELEM	48,346.73
117	Newport News City Public Schools	91	HUNTINGTON MIDDLE	53,871.30
118	Norfolk City Public Schools	10	MAURY HIGH	51,264.20
118	Norfolk City Public Schools	100	TANNERS CREEK ELEM	47,495.95
118	Norfolk City Public Schools	131	JAMES MONROE ELEM	49,033.52
118	Norfolk City Public Schools	150	WALTER HERRON TAYLOR ELEM	53,231.11
118	Norfolk City Public Schools	185	ACADEMY FOR DISCOVERY AT LAKEWOOD	47,660.83
118	Norfolk City Public Schools	190	OCEAN VIEW ELEM	48,281.76
118	Norfolk City Public Schools	20	BLAIR MIDDLE	49,988.17
118	Norfolk City Public Schools	210	LARCHMONT ELEM	49,689.49
118	Norfolk City Public Schools	220	CHESTERFIELD ACADEMY ELEM	48,300.41
118	Norfolk City Public Schools	250	BAY VIEW ELEM	52,256.29
118	Norfolk City Public Schools	30	RUFFNER MIDDLE	47,287.12
118	Norfolk City Public Schools	390	GRANBY HIGH	51,290.64
118	Norfolk City Public Schools	40	CAMP ALLEN ELEM	48,165.41
118	Norfolk City Public Schools	420	GRANBY ELEM	50,863.55
118	Norfolk City Public Schools	430	JACOX ELEM	49,195.08
118	Norfolk City Public Schools	460	MARY CALCOTT ELEM	50,720.86
118	Norfolk City Public Schools	471	WILLARD MODEL ELEM	49,754.23
118	Norfolk City Public Schools	480	RICHARD BOWLING ELEM	48,439.85
118	Norfolk City Public Schools	490	NORTHSIDE MIDDLE	48,851.13
118	Norfolk City Public Schools	500	SUBURBAN PARK ELEM	51,196.60
118	Norfolk City Public Schools	510	BERKLEY/CAMPOSTELLA EARLY CHILDHOOD CENTER	58,237.25
118	Norfolk City Public Schools	520	LINDENWOOD ELEM	46,339.38
118	Norfolk City Public Schools	530	P.B. YOUNG SR. ELEM	49,448.86
118	Norfolk City Public Schools	550	COLEMAN PLACE ELEM	48,540.23
118	Norfolk City Public Schools	560	CROSSROADS SCHOOL	50,371.82
118	Norfolk City Public Schools	570	NORVIEW MIDDLE	48,685.27
118	Norfolk City Public Schools	580	NORVIEW HIGH	49,984.87
118	Norfolk City Public Schools	610	INGLESIDE ELEM	50,706.25
118	Norfolk City Public Schools	620	NORVIEW ELEM	52,641.42
118	Norfolk City Public Schools	630	OCEANAIR ELEM	48,417.51
118	Norfolk City Public Schools	650	SHERWOOD FOREST ELEM	49,626.36
118	Norfolk City Public Schools	670	LARRYMORE ELEM	51,272.49
118	Norfolk City Public Schools	682	LITTLE CREEK ELEM	49,189.54
118	Norfolk City Public Schools	710	POPLAR HALLS ELEM	51,477.05
118	Norfolk City Public Schools	740	EASTON PRESCHOOL	49,149.15
118	Norfolk City Public Schools	750	FAIRLAWN ELEM	50,197.24
118	Norfolk City Public Schools	760	AZALEA MIDDLE	48,695.44
118	Norfolk City Public Schools	770	CAMPOSTELLA ELEM	48,002.81
118	Norfolk City Public Schools	780	TIDEWATER PARK ELEM	48,231.22
118	Norfolk City Public Schools	790	LAKE TAYLOR MIDDLE	47,541.27
118	Norfolk City Public Schools	800	TARRALLTON ELEM	51,956.17
118	Norfolk City Public Schools	820	ST. HELENA ELEM	47,927.36
118	Norfolk City Public Schools	840	LAKE TAYLOR HIGH	51,288.35
118	Norfolk City Public Schools	850	SEWELLS POINT ELEM	47,429.69
118	Norfolk City Public Schools	860	WILLOUGHBY ELEM	51,755.14
118	Norfolk City Public Schools	880	BOOKER T. WASHINGTON HIGH	48,995.25
118	Norfolk City Public Schools	90	GHENT SCHOOL	50,458.58

**Virginia Department of Education**  
**Average Teacher Salaries by School for School Year 2015-2016**

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 2015-2016 Salary
119	Norton City Public Schools	20	J.I. BURTON HIGH	40,981.84
119	Norton City Public Schools	40	NORTON ELEM	43,376.97
120	Petersburg City Public Schools	110	A.P. HILL ELEM	51,985.00
120	Petersburg City Public Schools	121	PEABODY MIDDLE	52,430.00
120	Petersburg City Public Schools	130	WALNUT HILL ELEM	45,837.00
120	Petersburg City Public Schools	160	WESTVIEW EARLY CHILDHOOD ED. CTR.	47,005.00
120	Petersburg City Public Schools	170	ROBERT E. LEE ELEM	47,400.00
120	Petersburg City Public Schools	180	J.E.B. STUART ELEM	46,153.00
120	Petersburg City Public Schools	200	PETERSBURG HIGH	48,685.00
120	Petersburg City Public Schools	211	VERNON JOHNS JR. HIGH	46,208.00
121	Portsmouth City Public Schools	1130	CRADOCK MIDDLE	46,835.47
121	Portsmouth City Public Schools	1400	JAMES HURST ELEM	51,586.70
121	Portsmouth City Public Schools	160	CHURCHLAND PRIMARY & INTERMEDIATE	48,680.67
121	Portsmouth City Public Schools	1630	HODGES MANOR ELEM	52,340.61
121	Portsmouth City Public Schools	1650	LAKEVIEW ELEM	49,833.88
121	Portsmouth City Public Schools	1660	WOODROW WILSON HIGH	51,126.50
121	Portsmouth City Public Schools	1766	BRIGHTON ELEM	48,732.14
121	Portsmouth City Public Schools	1767	EMILY SPONG PRESCHOOL CENTER	50,201.27
121	Portsmouth City Public Schools	1768	MOUNT HERMON PRESCHOOL CENTER	52,373.86
121	Portsmouth City Public Schools	1769	VICTORY ELEM	48,141.32
121	Portsmouth City Public Schools	1770	OLIVE BRANCH PRESCHOOL CTR	49,244.34
121	Portsmouth City Public Schools	190	DOUGLASS PARK ELEM	50,745.95
121	Portsmouth City Public Schools	210	WESTHAVEN ELEM	47,819.54
121	Portsmouth City Public Schools	230	JOHN TYLER ELEM	50,181.85
121	Portsmouth City Public Schools	240	I.C. NORCOM HIGH	51,978.95
121	Portsmouth City Public Schools	290	SIMONSDALE ELEM	49,551.71
121	Portsmouth City Public Schools	310	WM. E. WATERS MIDDLE	49,292.66
121	Portsmouth City Public Schools	320	CHURCHLAND MIDDLE	49,003.42
121	Portsmouth City Public Schools	321	CHURCHLAND ACADEMY ELEM	50,123.60
121	Portsmouth City Public Schools	322	CHURCHLAND PRESCHOOL CTR	49,261.88
121	Portsmouth City Public Schools	500	CHURCHLAND HIGH	51,796.40
121	Portsmouth City Public Schools	60	PARK VIEW ELEM	49,271.63
121	Portsmouth City Public Schools	650	CHURCHLAND ELEM	51,720.85
122	Radford City Public Schools	10	BELLE HETH ELEM	45,793.00
122	Radford City Public Schools	20	MCHARG ELEM	54,957.00
122	Radford City Public Schools	41	RADFORD HIGH	48,725.00
122	Radford City Public Schools	42	JOHN N. DALTON INT.	46,275.00
123	Richmond City Public Schools	100	BELLEVUE ELEM	49,322.51
123	Richmond City Public Schools	1100	BROAD ROCK ELEM	46,834.67
123	Richmond City Public Schools	130	OVERBY-SHEPPARD ELEM	48,350.61
123	Richmond City Public Schools	1400	ELIZABETH D. REDD ELEM	47,888.55
123	Richmond City Public Schools	1440	E.S.H. GREENE ELEM	49,342.51
123	Richmond City Public Schools	1470	G.H. REID ELEM	48,422.80
123	Richmond City Public Schools	1480	SOUTHAMPTON ELEM	51,601.74
123	Richmond City Public Schools	1510	HUGUENOT HIGH	52,655.65
123	Richmond City Public Schools	1631	ELKHARDT THOMPSON MIDDLE	50,163.45
123	Richmond City Public Schools	1640	J.B. FISHER ELEM	49,855.65
123	Richmond City Public Schools	170	BLACKWELL ELEM	52,286.55
123	Richmond City Public Schools	1710	J.L. FRANCIS ELEM	49,252.25
123	Richmond City Public Schools	20	THOMAS JEFFERSON HIGH	50,577.97
123	Richmond City Public Schools	200	WILLIAM FOX ELEM	50,179.87
123	Richmond City Public Schools	210	SWANSBORO ELEM	48,652.48
123	Richmond City Public Schools	230	GINTER PARK ELEM	49,947.85



**Virginia Department of Education**  
**Average Teacher Salaries by School for School Year 2015-2016**

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 2015-2016 Salary
123	Richmond City Public Schools	290	GEORGE MASON ELEM	50,286.05
123	Richmond City Public Schools	30	ALBERT HILL MIDDLE	48,684.70
123	Richmond City Public Schools	3105	LUCILLE M. BROWN MIDDLE	48,388.29
123	Richmond City Public Schools	3106	LINWOOD HOLTON ELEM	49,862.05
123	Richmond City Public Schools	3107	MILES JONES ELEM	48,938.02
123	Richmond City Public Schools	311	GEORGE W. CARVER ELEM	49,326.68
123	Richmond City Public Schools	3110	RICHMOND ALTERNATIVE	52,101.16
123	Richmond City Public Schools	3119	PATRICK HENRY SCHOOL OF SCIENCE AND ARTS	46,489.43
123	Richmond City Public Schools	3200	RICHMOND CAREER EDUCATION & EMPLOYMENT (CHAR	56,436.75
123	Richmond City Public Schools	330	OAK GROVE/BELLEMEADE ELEM	48,217.66
123	Richmond City Public Schools	390	J.E.B. STUART ELEM	49,082.80
123	Richmond City Public Schools	452	RICHMOND COMMUNITY HIGH	51,742.75
123	Richmond City Public Schools	470	HENDERSON MIDDLE	47,827.66
123	Richmond City Public Schools	480	THOMAS C. BOUSHALL MIDDLE	47,629.35
123	Richmond City Public Schools	50	BINFORD MIDDLE	49,280.81
123	Richmond City Public Schools	580	MARY MUNFORD ELEM	54,590.66
123	Richmond City Public Schools	600	JOHN B. CARY ELEM	51,310.81
123	Richmond City Public Schools	621	FRANKLIN MILITARY ACADEMY	48,746.39
123	Richmond City Public Schools	650	WOODVILLE ELEM	47,460.83
123	Richmond City Public Schools	660	WESTOVER HILLS ELEM	49,202.69
123	Richmond City Public Schools	690	MAYMONT PRE-K CENTER	56,495.18
123	Richmond City Public Schools	710	FAIRFIELD COURT ELEM	50,327.75
123	Richmond City Public Schools	730	JOHN MARSHALL HIGH	49,139.76
123	Richmond City Public Schools	741	GEORGE WYTHE HIGH	50,619.32
123	Richmond City Public Schools	750	AMELIA STREET SP. ED.	51,542.22
123	Richmond City Public Schools	770	MARTIN LUTHER KING JR. MIDDLE	48,531.92
123	Richmond City Public Schools	771	MARTIN LUTHER KING JR EARLY LEARNING CENTER	55,856.91
123	Richmond City Public Schools	823	ASPIRE ACADEMY	46,751.04
123	Richmond City Public Schools	830	CHIMBORAZO ELEM	47,810.37
123	Richmond City Public Schools	850	ARMSTRONG HIGH	49,481.72
123	Richmond City Public Schools	90	OPEN HIGH	54,161.10
124	Roanoke City Public Schools	110	HIGHLAND PARK ELEM	47,466.61
124	Roanoke City Public Schools	150	WOODROW WILSON MIDDLE	51,457.22
124	Roanoke City Public Schools	20	CRYSTAL SPRING ELEM	50,120.97
124	Roanoke City Public Schools	210	BRECKINRIDGE MIDDLE	45,658.80
124	Roanoke City Public Schools	220	ROANOKE ACADEMY FOR MATH & SCIENCE ELEM	45,951.24
124	Roanoke City Public Schools	230	STONEWALL JACKSON MIDDLE	44,221.96
124	Roanoke City Public Schools	240	PRESTON PARK ELEM	42,870.82
124	Roanoke City Public Schools	280	LUCY ADDISON AEROSPACE MAGNET MIDDLE	44,478.23
124	Roanoke City Public Schools	300	GARDEN CITY ELEM	44,699.58
124	Roanoke City Public Schools	310	GRANDIN COURT ELEM	47,689.87
124	Roanoke City Public Schools	320	ROUND HILL ELEM	43,533.30
124	Roanoke City Public Schools	340	LINCOLN TERRACE ELEM	43,066.61
124	Roanoke City Public Schools	350	WESTSIDE ELEM	43,628.23
124	Roanoke City Public Schools	370	MONTEREY ELEM	44,700.36
124	Roanoke City Public Schools	380	FISHBURN PARK ELEM	45,978.28
124	Roanoke City Public Schools	390	PATRICK HENRY HIGH	50,428.55
124	Roanoke City Public Schools	400	WILLIAM FLEMING HIGH	47,836.38
124	Roanoke City Public Schools	410	FAIRVIEW ELEM	48,687.56
124	Roanoke City Public Schools	420	HURT PARK ELEM	45,860.84
124	Roanoke City Public Schools	450	JAMES MADISON MIDDLE	41,792.79
124	Roanoke City Public Schools	50	FALLON PARK ELEM	48,110.50
124	Roanoke City Public Schools	60	MORNINGSIDE ELEM	45,652.75

**Virginia Department of Education**  
**Average Teacher Salaries by School for School Year 2015-2016**

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 2015-2016 Salary
124	Roanoke City Public Schools	70	VIRGINIA HEIGHTS ELEM	48,330.88
124	Roanoke City Public Schools	90	WASENA ELEM	43,328.94
126	Staunton City Public Schools	110	SHELBURNE MIDDLE	46,453.00
126	Staunton City Public Schools	30	ROBERT E. LEE HIGH	46,307.00
126	Staunton City Public Schools	40	A. R. WARE ELEM	45,565.00
126	Staunton City Public Schools	41	STAUNTON PRESCHOOL PROGRAMS	48,512.00
126	Staunton City Public Schools	70	BESSIE WELLER ELEM	46,427.00
126	Staunton City Public Schools	90	THOMAS C. MCSWAIN ELEM	47,258.00
127	Suffolk City Public Schools	210	ELEPHANT'S FORK ELEM	47,386.13
127	Suffolk City Public Schools	220	NANSEMOND PARKWAY ELEM	48,713.47
127	Suffolk City Public Schools	230	KILBY SHORES ELEM	52,886.38
127	Suffolk City Public Schools	240	NANSEMOND RIVER HIGH	48,998.98
127	Suffolk City Public Schools	300	LAKELAND HIGH	48,785.54
127	Suffolk City Public Schools	330	MACK BENN JR. ELEM	48,818.48
127	Suffolk City Public Schools	370	JOHN F. KENNEDY MIDDLE	48,072.67
127	Suffolk City Public Schools	380	JOHN YEATES MIDDLE	48,955.14
127	Suffolk City Public Schools	390	FOREST GLEN MIDDLE	48,237.58
127	Suffolk City Public Schools	391	NORTHERN SHORES ELEM	48,768.13
127	Suffolk City Public Schools	393	KING' S FORK MIDDLE	50,908.06
127	Suffolk City Public Schools	395	KING' S FORK HIGH	47,140.63
127	Suffolk City Public Schools	440	CREEKSIDE ELEM	45,230.62
127	Suffolk City Public Schools	450	HILLPOINT ELEM	47,694.43
127	Suffolk City Public Schools	47	PIONEER ELEM	48,983.92
127	Suffolk City Public Schools	50	BOOKER T. WASHINGTON ELEM	49,363.03
127	Suffolk City Public Schools	70	OAKLAND ELEM	47,800.63
127	Suffolk City Public Schools	80	DRIVER ELEM	49,123.00
127	Suffolk City Public Schools	90	FLORENCE BOWSER ELEM	48,081.91
128	Virginia Beach City Public Schools	10	GREEN RUN HIGH	54,623.00
128	Virginia Beach City Public Schools	100	THREE OAKS ELEM	58,113.00
128	Virginia Beach City Public Schools	1020	NEW CASTLE ELEM	55,725.00
128	Virginia Beach City Public Schools	1030	LANDSTOWN HIGH	57,579.00
128	Virginia Beach City Public Schools	1041	CORPORATE LANDING ELEM	54,031.00
128	Virginia Beach City Public Schools	1050	GREEN RUN COLLEGIATE	52,618.00
128	Virginia Beach City Public Schools	106	DIAMOND SPRINGS ELEM	51,821.00
128	Virginia Beach City Public Schools	115	BAYSIDE 6TH GRADE CAMPUS	49,607.00
128	Virginia Beach City Public Schools	130	W.T. COOKE ELEM	54,217.00
128	Virginia Beach City Public Schools	140	VIRGINIA BEACH MIDDLE	53,128.00
128	Virginia Beach City Public Schools	20	WHITE OAKS ELEM	52,984.00
128	Virginia Beach City Public Schools	230	CREEDS ELEM	57,639.00
128	Virginia Beach City Public Schools	280	BAYSIDE ELEM	53,592.00
128	Virginia Beach City Public Schools	290	SEATAACK ELEM AN ACHIEVABLE DREAM ACADEMY	55,779.00
128	Virginia Beach City Public Schools	30	FRANK W. COX HIGH	56,464.00
128	Virginia Beach City Public Schools	300	SHELTON PARK ELEM	52,247.00
128	Virginia Beach City Public Schools	321	PRINCESS ANNE HIGH	58,036.00
128	Virginia Beach City Public Schools	330	LINKHORN PARK ELEM	56,267.00
128	Virginia Beach City Public Schools	340	PRINCESS ANNE ELEM	55,052.00
128	Virginia Beach City Public Schools	350	THALIA ELEM	54,670.00
128	Virginia Beach City Public Schools	360	JOHN B. DEY ELEM	53,566.00
128	Virginia Beach City Public Schools	390	WOODSTOCK ELEM	55,247.00
128	Virginia Beach City Public Schools	40	CENTERVILLE ELEM	54,389.00
128	Virginia Beach City Public Schools	400	THOROUGHGOOD ELEM	52,304.00
128	Virginia Beach City Public Schools	410	KEMPSVILLE MEADOWS ELEM	57,406.00
128	Virginia Beach City Public Schools	420	KING'S GRANT ELEM	55,468.00

**Virginia Department of Education**  
**Average Teacher Salaries by School for School Year 2015-2016**

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 2015-2016 Salary
128	Virginia Beach City Public Schools	430	GREAT NECK MIDDLE	54,698.00
128	Virginia Beach City Public Schools	440	FLOYD KELLAM HIGH	57,862.00
128	Virginia Beach City Public Schools	450	KEMPSVILLE ELEM	55,625.00
128	Virginia Beach City Public Schools	460	LUXFORD ELEM	52,672.00
128	Virginia Beach City Public Schools	470	WILLIAMS ELEM	49,880.00
128	Virginia Beach City Public Schools	490	PEMBROKE ELEM	56,148.00
128	Virginia Beach City Public Schools	50	SALEM MIDDLE	57,326.00
128	Virginia Beach City Public Schools	500	MALIBU ELEM	53,594.00
128	Virginia Beach City Public Schools	510	TRANTWOOD ELEM	57,257.00
128	Virginia Beach City Public Schools	520	LYNNHAVEN ELEM	55,571.00
128	Virginia Beach City Public Schools	530	BAYSIDE HIGH	55,111.00
128	Virginia Beach City Public Schools	540	HERMITAGE ELEM	56,902.00
128	Virginia Beach City Public Schools	550	ARROWHEAD ELEM	55,310.00
128	Virginia Beach City Public Schools	560	WINDSOR WOODS ELEM	54,142.00
128	Virginia Beach City Public Schools	580	KINGSTON ELEM	55,333.00
128	Virginia Beach City Public Schools	590	ALANTON ELEM	58,458.00
128	Virginia Beach City Public Schools	60	BIRDNECK ELEM	56,673.00
128	Virginia Beach City Public Schools	600	HOLLAND ELEM	52,993.00
128	Virginia Beach City Public Schools	610	FIRST COLONIAL HIGH	55,762.00
128	Virginia Beach City Public Schools	620	KEMPSVILLE HIGH	56,091.00
128	Virginia Beach City Public Schools	630	BROOKWOOD ELEM	52,664.00
128	Virginia Beach City Public Schools	640	PLAZA MIDDLE	52,958.00
128	Virginia Beach City Public Schools	660	PEMBROKE MEADOWS ELEM	54,601.00
128	Virginia Beach City Public Schools	670	WINDSOR OAKS ELEM	53,942.00
128	Virginia Beach City Public Schools	680	POINT O' VIEW ELEM	54,808.00
128	Virginia Beach City Public Schools	690	KEMPSVILLE MIDDLE	55,954.00
128	Virginia Beach City Public Schools	692	PROVIDENCE ELEM	54,400.00
128	Virginia Beach City Public Schools	700	BAYSIDE MIDDLE	51,789.00
128	Virginia Beach City Public Schools	710	NEWTOWN ELEM	51,481.00
128	Virginia Beach City Public Schools	720	COLLEGE PARK ELEM	49,567.00
128	Virginia Beach City Public Schools	730	LYNNHAVEN MIDDLE	56,852.00
128	Virginia Beach City Public Schools	740	INDEPENDENCE MIDDLE	54,278.00
128	Virginia Beach City Public Schools	750	PRINCESS ANNE MIDDLE	56,500.00
128	Virginia Beach City Public Schools	760	NORTH LANDING ELEM	58,190.00
128	Virginia Beach City Public Schools	770	GREEN RUN ELEM	55,919.00
128	Virginia Beach City Public Schools	780	FAIRFIELD ELEM	53,876.00
128	Virginia Beach City Public Schools	790	BRANDON MIDDLE	57,051.00
128	Virginia Beach City Public Schools	80	KEMPS LANDING/OLD DONATION SCHOOL	55,608.00
128	Virginia Beach City Public Schools	800	INDIAN LAKES ELEM	54,904.00
128	Virginia Beach City Public Schools	810	ROSEMONT ELEM	50,360.00
128	Virginia Beach City Public Schools	820	PARKWAY ELEM	56,659.00
128	Virginia Beach City Public Schools	830	SALEM ELEM	58,788.00
128	Virginia Beach City Public Schools	840	ROSEMONT FOREST ELEM	58,172.00
128	Virginia Beach City Public Schools	850	SALEM HIGH	54,615.00
128	Virginia Beach City Public Schools	870	GLENWOOD ELEM	52,904.00
128	Virginia Beach City Public Schools	880	OCEAN LAKES ELEM	55,195.00
128	Virginia Beach City Public Schools	900	RED MILL ELEM	55,745.00
128	Virginia Beach City Public Schools	910	TALLWOOD ELEM	55,253.00
128	Virginia Beach City Public Schools	920	TALLWOOD HIGH	53,583.00
128	Virginia Beach City Public Schools	931	LANDSTOWN MIDDLE	56,932.00
128	Virginia Beach City Public Schools	932	LANDSTOWN ELEM	55,275.00
128	Virginia Beach City Public Schools	940	STRAWBRIDGE ELEM	55,152.00
128	Virginia Beach City Public Schools	960	OCEAN LAKES HIGH	55,423.00

**Virginia Department of Education**  
**Average Teacher Salaries by School for School Year 2015-2016**

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 2015-2016 Salary
128	Virginia Beach City Public Schools	970	LARKSPUR MIDDLE	55,036.00
128	Virginia Beach City Public Schools	980	CORPORATE LANDING MIDDLE	57,704.00
128	Virginia Beach City Public Schools	990	CHRISTOPHER FARMS ELEM	57,672.00
130	Waynesboro City Public Schools	580	WENONAH ELEM	43,645.71
130	Waynesboro City Public Schools	600	WAYNESBORO HIGH	48,900.07
130	Waynesboro City Public Schools	620	WAYNE HILLS CTR	51,046.12
130	Waynesboro City Public Schools	630	WESTWOOD HILLS ELEM	47,979.38
130	Waynesboro City Public Schools	640	KATE COLLINS MIDDLE	48,909.21
130	Waynesboro City Public Schools	650	BERKELEY GLENN ELEM	49,639.45
130	Waynesboro City Public Schools	751	WILLIAM PERRY ELEM	44,961.97
131	Williamsburg-James City County Public Schools	10	MATTHEW WHALEY ELEM	50,566.63
131	Williamsburg-James City County Public Schools	100	TOANO MIDDLE	51,118.16
131	Williamsburg-James City County Public Schools	190	J BLAINE BLAYTON ELEM	49,859.45
131	Williamsburg-James City County Public Schools	191	LOIS HORNSBY MIDDLE	51,537.16
131	Williamsburg-James City County Public Schools	201	JAMES RIVER ELEM	50,679.82
131	Williamsburg-James City County Public Schools	202	JAMESTOWN HIGH	54,058.85
131	Williamsburg-James City County Public Schools	203	STONEHOUSE ELEM	54,515.31
131	Williamsburg-James City County Public Schools	204	WARHILL HIGH	47,555.14
131	Williamsburg-James City County Public Schools	205	MATOAKA ELEM	53,037.73
131	Williamsburg-James City County Public Schools	40	CLARA BYRD BAKER ELEM	55,328.58
131	Williamsburg-James City County Public Schools	50	RAWLS BYRD ELEM	51,830.19
131	Williamsburg-James City County Public Schools	60	BERKELEY MIDDLE	53,335.55
131	Williamsburg-James City County Public Schools	70	NORGE ELEM	51,635.26
131	Williamsburg-James City County Public Schools	80	D.J. MONTAGUE ELEM	52,592.24
131	Williamsburg-James City County Public Schools	90	LAFAYETTE HIGH	53,279.54
132	Winchester City Public Schools	20	VIRGINIA AVE. CHARLOTTE DEHART ELEM	48,321.00
132	Winchester City Public Schools	40	JOHN HANDLEY HIGH	49,351.00
132	Winchester City Public Schools	50	GARLAND R. QUARLES ELEM	49,224.00
132	Winchester City Public Schools	60	JOHN KERR ELEM	47,663.00
132	Winchester City Public Schools	70	DANIEL MORGAN MIDDLE	48,117.00
132	Winchester City Public Schools	80	FREDERICK DOUGLASS ELEM	47,986.00
135	Franklin City Public Schools	10	S.P. MORTON ELEM	45,187.00
135	Franklin City Public Schools	20	FRANKLIN HIGH	45,837.00
135	Franklin City Public Schools	561	JOSEPH P. KING JR. MIDDLE	46,094.00
136	Chesapeake City Public Schools	10	OSCAR SMITH MIDDLE	52,035.65
136	Chesapeake City Public Schools	100	DEEP CREEK HIGH	53,377.57
136	Chesapeake City Public Schools	110	WESTERN BRANCH PRIMARY	52,881.55
136	Chesapeake City Public Schools	120	GREAT BRIDGE HIGH	53,709.87
136	Chesapeake City Public Schools	140	GREENBRIER PRIMARY	52,753.14
136	Chesapeake City Public Schools	160	NORFOLK HIGHLANDS PRIMARY	52,379.75
136	Chesapeake City Public Schools	200	RENA B WRIGHT PRIMARY	55,452.11
136	Chesapeake City Public Schools	210	DEEP CREEK ELEM	57,856.10
136	Chesapeake City Public Schools	280	HICKORY MIDDLE	53,941.90
136	Chesapeake City Public Schools	340	HICKORY ELEM	53,035.63
136	Chesapeake City Public Schools	40	THURGOOD MARSHALL ELEM	49,751.17
136	Chesapeake City Public Schools	50	GEORGE W CARVER INT	50,224.17
136	Chesapeake City Public Schools	560	CRESTWOOD MIDDLE	51,901.25
136	Chesapeake City Public Schools	590	GREAT BRIDGE MIDDLE	54,069.47
136	Chesapeake City Public Schools	600	SOUTHWESTERN ELEM	55,249.08
136	Chesapeake City Public Schools	610	DEEP CREEK MIDDLE	51,526.35
136	Chesapeake City Public Schools	620	SOUTHEASTERN ELEM	56,066.81
136	Chesapeake City Public Schools	630	B M WILLIAMS PRIMARY	54,468.29
136	Chesapeake City Public Schools	640	EDWIN W CHITTUM ELEM	54,603.99

**Virginia Department of Education**  
**Average Teacher Salaries by School for School Year 2015-2016**

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 2015-2016 Salary
136	Chesapeake City Public Schools	660	DEEP CREEK CENTRAL ELEM	51,663.16
136	Chesapeake City Public Schools	680	GREAT BRIDGE PRIMARY	53,321.99
136	Chesapeake City Public Schools	700	CRESTWOOD INTERMEDIATE	51,296.37
136	Chesapeake City Public Schools	710	INDIAN RIVER MIDDLE	53,094.09
136	Chesapeake City Public Schools	720	G A TREAKLE ELEM	52,369.78
136	Chesapeake City Public Schools	730	PORTLOCK PRIMARY	51,427.10
136	Chesapeake City Public Schools	740	WESTERN BRANCH MIDDLE	53,856.04
136	Chesapeake City Public Schools	750	SPARROW ROAD INTERMEDIATE	51,219.60
136	Chesapeake City Public Schools	770	BUTTS ROAD PRIMARY	54,284.25
136	Chesapeake City Public Schools	80	OSCAR F SMITH HIGH	51,965.07
136	Chesapeake City Public Schools	810	WESTERN BRANCH INT	52,154.22
136	Chesapeake City Public Schools	820	GEORGETOWN PRIMARY	52,659.92
136	Chesapeake City Public Schools	830	INDIAN RIVER HIGH	56,388.47
136	Chesapeake City Public Schools	840	WESTERN BRANCH HIGH	52,455.13
136	Chesapeake City Public Schools	850	GREAT BRIDGE INT	53,464.63
136	Chesapeake City Public Schools	860	BUTTS ROAD INT	53,979.74
136	Chesapeake City Public Schools	870	GREENBRIER INT.	50,956.45
136	Chesapeake City Public Schools	890	HICKORY HIGH	53,511.59
136	Chesapeake City Public Schools	90	CAMELOT ELEM	53,001.08
136	Chesapeake City Public Schools	900	CEDAR ROAD ELEM	52,583.40
136	Chesapeake City Public Schools	920	HUGO A OWENS MIDDLE	53,810.67
136	Chesapeake City Public Schools	950	GRASSFIELD ELEM	53,086.98
136	Chesapeake City Public Schools	960	GRASSFIELD HIGH	50,605.96
136	Chesapeake City Public Schools	971	TRUITT INTERMEDIATE	49,503.85
136	Chesapeake City Public Schools	972	GREENBRIER MIDDLE	54,765.60
136	Chesapeake City Public Schools	973	JOLLIFF MIDDLE	54,784.63
137	Lexington City Public Schools	1390	HARRINGTON WADDELL ELEM	45,863.23
137	Lexington City Public Schools	1440	LYLBURN DOWNING MIDDLE	49,525.99
139	Salem City Public Schools	100	ANDREW LEWIS MIDDLE	55,631.79
139	Salem City Public Schools	460	WEST SALEM ELEM	53,370.89
139	Salem City Public Schools	550	EAST SALEM ELEM	51,585.54
139	Salem City Public Schools	580	SOUTH SALEM ELEM	51,889.21
139	Salem City Public Schools	70	SALEM HIGH	52,256.61
139	Salem City Public Schools	90	G.W. CARVER ELEM	54,571.80
142	Poquoson City Public Schools	10	POQUOSON HIGH	48,099.44
142	Poquoson City Public Schools	130	POQUOSON MIDDLE	48,806.85
142	Poquoson City Public Schools	150	POQUOSON ELEM	44,851.00
142	Poquoson City Public Schools	160	POQUOSON PRIMARY	47,794.04
143	Manassas City Public Schools	10	WEEMS ELEM	58,797.00
143	Manassas City Public Schools	20	RICHARD C. HAYDON ELEM	69,095.00
143	Manassas City Public Schools	310	JENNIE DEAN ELEM	61,957.00
143	Manassas City Public Schools	370	OSBOURN HIGH	65,144.00
143	Manassas City Public Schools	470	BALDWIN ELEM	61,913.00
143	Manassas City Public Schools	60	GEORGE CARR ROUND ELEM	67,876.00
143	Manassas City Public Schools	70	GRACE E. METZ MIDDLE	65,467.00
143	Manassas City Public Schools	80	MAYFIELD INTERMEDIATE	62,459.00
144	Manassas Park City Public Schools	30	MANASSAS PARK HIGH	58,342.28
144	Manassas Park City Public Schools	31	MANASSAS PARK MIDDLE	59,096.41
144	Manassas Park City Public Schools	420	MANASSAS PARK ELEM	56,596.10
144	Manassas Park City Public Schools	522	COUGAR ELEM	56,969.25
202	Colonial Beach Public Schools	21	COLONIAL BEACH HIGH	44,374.00
202	Colonial Beach Public Schools	22	COLONIAL BEACH ELEM	41,268.00
207	West Point Public Schools	280	WEST POINT ELEM	50,579.00

**Virginia Department of Education**  
**Average Teacher Salaries by School for School Year 2015-2016**

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.

<b>Division</b>	<b>Name</b>	<b>School Number</b>	<b>School Name</b>	<b>Average 2015-2016 Salary</b>
207	West Point Public Schools	290	WEST POINT HIGH	55,171.00
207	West Point Public Schools	391	WEST POINT MIDDLE	51,325.00
218	Virginia School for the Deaf and Blind-Staunton	4011	VIRGINIA SCHOOL FOR DEAF	37,000.00
218	Virginia School for the Deaf and Blind-Staunton	4013	VIRGINIA SCHOOL FOR BLIND	35,000.00
917	Department of Juvenile Justice	101	YVONNE B. MILLER HIGH SCHOOL	59,800.00

# Appendix A

## Mandate for the Reporting Requirement

### Item 136, paragraph B.12., Chapter 665, 2015 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

## Fiscal Year 2015 Average Teacher Salary Calculations:<sup>1</sup>

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

Expenditure Category	Function	Object	Total Amount
Classroom Instruction Salaries and Wages	61100	1120	5,044,282,133.40
Classroom Instruction Supplemental Salaries and Wages	61100	1620	92,058,160.58
Guidance Services Instructional Salaries and Wages	61210	1120	226,351,502.08
Homebound Instruction Salaries and Wages	61230	1120	14,386,433.33
Media Services Instructional Salaries and Wages	61320	1120	3,733,437.29
Media Services Librarian Salaries and Wages	61320	1122	115,904,091.41
Technology Classroom Instruction Salaries and Wages	68100	1120	60,092,847.11
Technology Instructional Support Salaries and Wages	68200	1120	28,962,319.65
Contingency Reserve Instructional Salaries and Wages	69000	1120	-
Contingency Reserve Supplemental Salaries and Wages	69000	1620	-
<b>TOTAL:</b>			<b>5,585,770,924.85</b>

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

FTE Category	Function	Object	Total Amount
Instructional Classroom - Teacher	61100	1120	94,652.06
Guidance Counselors	61210	1120	3,793.26
Homebound Instructional	61230	1120	544.31
Media Instructional	61320	1120	64.79
Media Librarian	61320	1122	2,005.37
Technology Classroom Instruction	68100	1120	999.80
Technology Instructional Support	68200	1120	457.39
Contingency Reserve Instructional	69000	1120	-
Contingency Reserve Librarian	69000	1122	-
<b>TOTAL:</b>			<b>102,516.98</b>

Total reported compensation expenditures are divided by the total reported FTEs to calculate the statewide average salary for fiscal year 2015:

**\$54,486**

## Fiscal Year 2015 Average Principal Salary Calculations:<sup>1</sup>

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

Expenditure Category	Function	Object	Total Amount
Office of the Principal, Principal Salaries and Wages	61410	1126	192,569,269.08
Contingency Reserve, Principal Salaries and Wages	69000	1126	-
<b>TOTAL:</b>			<b>192,569,269.08</b>

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

FTE Category	Function	Object	Total Amount
Principals	61410	1126	1,988.42
Contingency Reserve Principals	69000	1126	-
<b>TOTAL:</b>			<b>1,988.42</b>

Total reported compensation expenditures are divided by the total reported FTEs to calculate the statewide average salary for fiscal year 2015:

**\$96,845**



### Fiscal Year 2015 Average Assistant Principal Salary Calculations:<sup>1</sup>

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

Expenditure Category	Function	Object	Total Amount
Office of the Principal, Assistant Principal Salaries and Wages	61410	1127	205,236,881.46
Contingency Reserve, Assistant Principal Salaries and Wages	69000	1127	-
<b>TOTAL:</b>			<b>205,236,881.46</b>

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

FTE Category	Function	Object	Total Amount
Assistant Principals	61410	1127	2,554.23
Contingency Reserve Assistant Principals	69000	1127	-
<b>TOTAL:</b>			<b>2,554.23</b>

<b>Total reported compensation expenditures are divided by the total reported FTEs to calculate the statewide average salary for fiscal year 2015:</b>	<b>\$80,352</b>
--	-----------------

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