



# COMMONWEALTH of VIRGINIA

James F. Lane, Ed.D.  
Superintendent of Public Instruction

DEPARTMENT OF EDUCATION  
P.O. BOX 2120  
Richmond, Virginia 23218-2120

Office: (804) 225-2023  
Fax: (804) 371-2099

January 9, 2019

Division of Legislative Automated Systems (DLAS)  
910 Capitol Square  
General Assembly Building, Suite 660  
Richmond, Virginia 23219

ATTN: Legislative Documents and Reports Processing

To Whom It May Concern:

Pursuant to Item 136, paragraph B.12., Chapter 2, 2018 Acts of Assembly, I am pleased to transmit the 2018-2019 Teacher Salary Survey report prepared by the Virginia Department of Education.

If you have questions or require additional information relative to this transmittal, please contact me or Edward Lanza, Budget Director, at (804) 225-2025.

Sincerely,

A handwritten signature in blue ink that reads "James F. Lane".

James F. Lane

JFL/eml

Enclosure

c: The Honorable Atif Qarni

## **DLAS Document Summary**

### **DLAS Document Summary**

2018-2019 Teacher Salary Survey Results

#### **Author**

Virginia Department of Education

#### **Enabling Authority**

Item 136, paragraph B.12., Chapter 2, 2018 Virginia Acts of Assembly

#### **Executive Summary**

Item 136, paragraph B.12., Chapter 2, 2018 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 2018 and 2019. The report shows salary information from fiscal years 2017, 2018, and 2019 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 2018 to fiscal year 2019.

The average budgeted classroom teacher salary for fiscal year 2019 is \$58,714; this is a 2.55 percent increase from fiscal year 2018.

The average budgeted principal salary for fiscal year 2019 is \$103,707; this is a 3.04 percent increase from fiscal year 2018.

The average budgeted assistant principal salary for fiscal year 2019 is \$84,858; this is a 3.60 percent increase from fiscal year 2018.

# 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) 2017, 2018, and 2019

|   |         |
|---|---------|
| Classroom Teacher Salaries - FY 2017, 2018, and 2019.....   | Page 5  |
| Principal Salaries - FY 2017, 2018, and 2019.....           | Page 9  |
| Assistant Principal Salaries - FY 2017, 2018, and 2019..... | Page 13 |

## School Division Narrative on Proposed FY 2019 Salary Actions

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

## Classroom Teacher Starting Salaries - FY 2019.....

## Average Teacher Salaries By School - FY 2019.....

## Appendix - A

|  |         |
|--|---------|
| Mandate for the reporting requirement..... | Page 58 |
|--|---------|

## Appendix - B

|  |         |
|--|---------|
| Explanation of average salary calculations ..... | Page 59 |
|--|---------|

## Statewide Averages - Summary

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

|  | Statewide: |
|--|------------|
| FY 2017 Actual Average Teacher Salary                | \$56,351   |
| FY 2018 Actual Average Teacher Salary <sup>2</sup>   | \$57,253   |
| Average Percentage Change, FY 2017 to FY 2018        | 1.60%      |
| FY 2019 Budgeted Average Teacher Salary <sup>3</sup> | \$58,714   |
| Budgeted Percentage Change, FY 2018 to FY 2019       | 2.55%      |

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

|  | Statewide: |
|--|------------|
| FY 2017 Actual Average Principal Salary                | \$99,727   |
| FY 2018 Actual Average Principal Salary <sup>2</sup>   | \$100,647  |
| Average Percentage Change, FY 2017 to FY 2018          | 0.92%      |
| FY 2019 Budgeted Average Principal Salary <sup>3</sup> | \$103,707  |
| Budgeted Percentage Change, FY 2018 to FY 2019         | 3.04%      |

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

|  | Statewide: |
|--|------------|
| FY 2017 Actual Average Assistant Principal Salary                | \$81,942   |
| FY 2018 Actual Average Assistant Principal Salary <sup>2</sup>   | \$81,908   |
| Average Percentage Change, FY 2017 to FY 2018                    | (0.04%)    |
| FY 2019 Budgeted Average Assistant Principal Salary <sup>3</sup> | \$84,858   |
| Budgeted Percentage Change, FY 2018 to FY 2019                   | 3.60%      |

<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 2017-2018 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 2017-2018 Annual School Report. Averages calculated on the basis of statewide totals.

**Data Excerpted from the National Education Association's (NEA)  
"Rankings of the States 2017 and Estimates of School Statistics 2018" Report**  
[http://www.nea.org/assets/docs/180413-Rankings\\_And\\_Estimates\\_Report\\_2018.pdf](http://www.nea.org/assets/docs/180413-Rankings_And_Estimates_Report_2018.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 2017-2018, Rankings, Table B-6  
Average Salaries (\$) of Public School Teachers, 2016-17**

| Rank | State                | School Year 2016 Average Salary |
|------|----------------------|---------------------------------|
| 1    | New York             | \$81,902                        |
| 2    | California           | \$79,128                        |
| 3    | Massachusetts        | \$78,100                        |
| 4    | District of Columbia | \$75,692                        |
| 5    | Connecticut          | \$73,147                        |
| 6    | New Jersey           | \$69,623                        |
| 7    | Maryland             | \$68,357                        |
| 8    | Alaska               | \$68,138                        |
| 9    | Rhode Island         | \$66,477                        |
| 10   | Pennsylvania         | \$66,265                        |
| 11   | Illinois             | \$64,933                        |
| 12   | Michigan             | \$62,287                        |
| 13   | Oregon               | \$61,862                        |
| 14   | Delaware             | \$60,214                        |
|      | <b>United States</b> | <b>\$59,660</b>                 |
| 15   | Ohio                 | \$58,202                        |
| 16   | Wyoming              | \$58,187                        |
| 17   | New Hampshire        | \$57,522                        |
| 18   | Nevada               | \$57,376                        |
| 19   | Vermont              | \$57,349                        |
| 20   | Minnesota            | \$57,346                        |
| 21   | Hawaii               | \$56,651                        |
| 22   | Iowa                 | \$55,647                        |
| 23   | Georgia              | \$55,532                        |
| 24   | Wisconsin            | \$54,998                        |
| 25   | Washington           | \$54,433                        |
| 26   | Indiana              | \$54,308                        |
| 27   | North Dakota         | \$52,968                        |
| 28   | Texas                | \$52,575                        |
| 29   | Kentucky             | \$52,338                        |
| 30   | Nebraska             | \$52,338                        |
| 31   | Colorado             | \$51,808                        |
| 32   | Montana              | \$51,422                        |
| 33   | Maine                | \$51,077                        |
| 34   | <b>Virginia</b>      | <b>\$61,049</b>                 |
| 35   | Alabama              | \$50,391                        |
| 36   | Tennessee            | \$50,099                        |
| 37   | Louisiana            | \$50,000                        |
| 38   | South Carolina       | \$50,000                        |
| 39   | North Carolina       | \$49,970                        |
| 40   | Kansas               | \$49,422                        |
| 41   | Missouri             | \$48,618                        |
| 42   | Arkansas             | \$48,304                        |
| 43   | Idaho                | \$47,504                        |
| 44   | Arizona              | \$47,403                        |
| 45   | Florida              | \$47,267                        |
| 46   | Utah                 | \$47,244                        |
| 47   | New Mexico           | \$47,122                        |
| 48   | South Dakota         | \$46,979                        |
| 49   | West Virginia        | \$45,555                        |
| 50   | Oklahoma             | \$45,292                        |
| 51   | Mississippi          | \$42,925                        |

**Virginia Department of Education**  
**2018-2019 Salary Survey - Teachers**  
*Classroom Teacher Salary Survey (Including Librarians and School Counselors)*

| Division                | Name   | FY 2017<br>Actual Average<br>Teacher Salary | FY 2018<br>Actual Average<br>Teacher Salary | FY 2017 to<br>FY 2018<br>Percent<br>Increase/<br>(Decrease) | FY 2019<br>Budgeted<br>Average<br>Teacher Salary | FY 2018 to<br>FY 2019<br>Percent<br>Increase/<br>(Decrease) |
|-------------------------|--|---|---|---|--|---|
| <b>School Divisions</b> |  |   |   |   |  |   |
| <b>Counties</b>         |  |   |   |   |  |   |
| 001                     | Accomack County Public Schools                 | 47,512                                      | 47,296                                      | (0.46%)   | 48,726   | 3.02%   |
| 002                     | Albemarle County Public Schools                | 55,707                                      | 58,796                                      | 5.54%   | 58,762   | (0.06%)   |
| 003                     | Alleghany County Public Schools                | 48,802                                      | 47,800                                      | (2.05%)   | 50,632   | 5.92%   |
| 004                     | Amelia County Public Schools                   | 50,012                                      | 48,872                                      | (2.28%)   | 49,598   | 1.49%   |
| 005                     | Amherst County Public Schools                  | 45,675                                      | 44,880                                      | (1.74%)   | 45,746   | 1.93%   |
| 006                     | Appomattox County Public Schools               | 40,531                                      | 44,832                                      | 10.61%  | 45,813   | 2.19%   |
| 007                     | Arlington County Public Schools                | 78,617                                      | 80,778                                      | 2.75%   | 83,392   | 3.24%   |
| 008                     | Augusta County Public Schools                  | 49,210                                      | 49,746                                      | 1.09%   | 48,987   | (1.53%)   |
| 009                     | Bath County Public Schools                     | 47,828                                      | 48,565                                      | 1.54%   | 47,484   | (2.23%)   |
| 010                     | Bedford County Public Schools                  | 43,784                                      | 45,810                                      | 4.63%   | 46,110   | 0.66%   |
| 011                     | Bland County Public Schools                    | 46,839                                      | 43,339                                      | (7.47%)   | 41,042   | (5.30%)   |
| 012                     | Botetourt County Public Schools                | 53,292                                      | 53,995                                      | 1.32%   | 55,987   | 3.69%   |
| 013                     | Brunswick County Public Schools                | 40,655                                      | 43,491                                      | 6.98%   | 42,037   | (3.34%)   |
| 014                     | Buchanan County Public Schools                 | 43,750                                      | 44,366                                      | 1.41%   | 42,414   | (4.40%)   |
| 015                     | Buckingham County Public Schools               | 45,461                                      | 49,318                                      | 8.48%   | 51,681   | 4.79%   |
| 016                     | Campbell County Public Schools                 | 45,118                                      | 46,521                                      | 3.11%   | 52,823   | 13.55%  |
| 017                     | Caroline County Public Schools                 | 48,486                                      | 47,118                                      | (2.82%)   | 50,460   | 7.09%   |
| 018                     | Carroll County Public Schools                  | 46,844                                      | 49,280                                      | 5.20%   | 51,271   | 4.04%   |
| 019                     | Charles City County Public Schools             | 45,142                                      | 47,556                                      | 5.35%   | 48,329   | 1.63%   |
| 020                     | Charlotte County Public Schools                | 47,306                                      | 49,153                                      | 3.90%   | 51,928   | 5.65%   |
| 021                     | Chesterfield County Public Schools             | 48,696                                      | 49,174                                      | 0.98%   | 48,752   | (0.86%)   |
| 022                     | Clarke County Public Schools                   | 47,252                                      | 51,788                                      | 9.60%   | 52,323   | 1.03%   |
| 023                     | Craig County Public Schools                    | 42,702                                      | 42,706                                      | 0.01%   | 40,476   | (5.22%)   |
| 024                     | Culpeper County Public Schools                 | 50,069                                      | 50,443                                      | 0.75%   | 49,144   | (2.57%)   |
| 025                     | Cumberland County Public Schools               | 47,055                                      | 48,118                                      | 2.26%   | 48,104   | (0.03%)   |
| 026                     | Dickenson County Public Schools                | 39,099                                      | 39,950                                      | 2.18%   | 40,357   | 1.02%   |
| 027                     | Dinwiddie County Public Schools                | 51,589                                      | 53,413                                      | 3.54%   | 50,837   | (4.82%)   |
| 028                     | Essex County Public Schools                    | 47,171                                      | 46,841                                      | (0.70%)   | 46,678   | (0.35%)   |
| 029                     | Fairfax County Public Schools <sup>1</sup>     | 68,883                                      | 71,076                                      | 3.18%   | 76,526   | 7.67%   |
| 030                     | Fauquier County Public Schools                 | 54,371                                      | 54,361                                      | (0.02%)   | 55,009   | 1.19%   |
| 031                     | Floyd County Public Schools                    | 44,563                                      | 46,154                                      | 3.57%   | 49,632   | 7.54%   |
| 032                     | Fluvanna County Public Schools                 | 52,651                                      | 51,751                                      | (1.71%)   | 52,300   | 1.06%   |
| 033                     | Franklin County Public Schools                 | 49,217                                      | 49,378                                      | 0.33%   | 49,793   | 0.84%   |
| 034                     | Frederick County Public Schools                | 54,180                                      | 54,805                                      | 1.15%   | 57,048   | 4.09%   |
| 035                     | Giles County Public Schools                    | 42,168                                      | 42,386                                      | 0.52%   | 42,962   | 1.36%   |
| 036                     | Gloucester County Public Schools               | 51,145                                      | 49,844                                      | (2.54%)   | 54,395   | 9.13%   |
| 037                     | Goochland County Public Schools                | 48,912                                      | 50,127                                      | 2.48%   | 50,912   | 1.57%   |
| 038                     | Grayson County Public Schools                  | 39,297                                      | 37,945                                      | (3.44%)   | 37,048   | (2.36%)   |
| 039                     | Greene County Public Schools                   | 49,567                                      | 50,454                                      | 1.79%   | 51,949   | 2.96%   |
| 040                     | Greensville County Public Schools <sup>2</sup> | 48,915                                      | 48,941                                      | 0.05%   | 54,585   | 11.53%  |
| 041                     | Halifax County Public Schools                  | 39,840                                      | 40,725                                      | 2.22%   | 41,701   | 2.40%   |
| 042                     | Hanover County Public Schools                  | 56,106                                      | 58,183                                      | 3.70%   | 59,051   | 1.49%   |
| 043                     | Henrico County Public Schools                  | 50,743                                      | 51,270                                      | 1.04%   | 52,808   | 3.00%   |
| 044                     | Henry County Public Schools                    | 46,714                                      | 47,310                                      | 1.28%   | 48,028   | 1.52%   |
| 045                     | Highland County Public Schools                 | 51,690                                      | 49,637                                      | (3.97%)   | 42,206   | (14.97%)  |
| 046                     | Isle Of Wight County Public Schools            | 54,358                                      | 53,377                                      | (1.80%)   | 54,537   | 2.17%   |
| 048                     | King George County Public Schools              | 51,849                                      | 52,489                                      | 1.24%   | 54,384   | 3.61%   |
| 049                     | King And Queen County Public Schools           | 48,253                                      | 47,157                                      | (2.27%)   | 53,179   | 12.77%  |
| 050                     | King William County Public Schools             | 49,969                                      | 49,268                                      | (1.40%)   | 48,635   | (1.29%)   |
| 051                     | Lancaster County Public Schools                | 49,563                                      | 52,035                                      | 4.99%   | 51,137   | (1.72%)   |
| 052                     | Lee County Public Schools                      | 45,631                                      | 47,791                                      | 4.73%   | 51,908   | 8.61%   |
| 053                     | Loudoun County Public Schools                  | 65,678                                      | 69,021                                      | 5.09%   | 64,580   | (6.43%)   |
| 054                     | Louisa County Public Schools                   | 52,874                                      | 53,508                                      | 1.20%   | 51,938   | (2.93%)   |
| 055                     | Lunenburg County Public Schools                | 43,697                                      | 44,096                                      | 0.91%   | 48,100   | 9.08%   |
| 056                     | Madison County Public Schools                  | 43,419                                      | 43,920                                      | 1.15%   | 45,552   | 3.72%   |
| 057                     | Mathews County Public Schools                  | 44,478                                      | 48,056                                      | 8.04%   | 49,217   | 2.42%   |
| 058                     | Mecklenburg County Public Schools              | 44,424                                      | 45,533                                      | 2.50%   | 47,670   | 4.69%   |
| 059                     | Middlesex County Public Schools                | 46,124                                      | 47,336                                      | 2.63%   | 46,651   | (1.45%)   |
| 060                     | Montgomery County Public Schools               | 52,111                                      | 51,911                                      | (0.38%)   | 52,412   | 0.96%   |

**Virginia Department of Education**  
**2018-2019 Salary Survey - Teachers**  
*Classroom Teacher Salary Survey (Including Librarians and School Counselors)*

| Division      | Name                                 | FY 2017<br>Actual Average<br>Teacher Salary | FY 2018<br>Actual Average<br>Teacher Salary | FY 2017 to<br>FY 2018<br>Percent<br>Increase/<br>(Decrease) | FY 2019<br>Budgeted<br>Average<br>Teacher Salary | FY 2018 to<br>FY 2019<br>Percent<br>Increase/<br>(Decrease) |
|---------------|--------------------------------------|---|---|---|--|---|
| 062           | Nelson County Public Schools         | 53,745                                      | 55,461                                      | 3.19%   | 55,111   | (0.63%)   |
| 063           | New Kent County Public Schools       | 47,200                                      | 51,274                                      | 8.63%   | 51,251   | (0.04%)   |
| 065           | Northampton County Public Schools    | 44,266                                      | 45,588                                      | 2.99%   | 52,009   | 14.08%  |
| 066           | Northumberland County Public Schools | 50,922                                      | 51,093                                      | 0.34%   | 49,709   | (2.71%)   |
| 067           | Nottoway County Public Schools       | 47,043                                      | 47,229                                      | 0.40%   | 47,908   | 1.44%   |
| 068           | Orange County Public Schools         | 49,447                                      | 49,185                                      | (0.53%)   | 49,536   | 0.71%   |
| 069           | Page County Public Schools           | 46,911                                      | 47,367                                      | 0.97%   | 48,696   | 2.81%   |
| 070           | Patrick County Public Schools        | 44,198                                      | 43,476                                      | (1.63%)   | 43,744   | 0.62%   |
| 071           | Pittsylvania County Public Schools   | 45,402                                      | 47,613                                      | 4.87%   | 48,459   | 1.78%   |
| 072           | Powhatan County Public Schools       | 55,313                                      | 55,824                                      | 0.92%   | 56,554   | 1.31%   |
| 073           | Prince Edward County Public Schools  | 41,302                                      | 42,825                                      | 3.69%   | 43,197   | 0.87%   |
| 074           | Prince George County Public Schools  | 51,148                                      | 51,759                                      | 1.19%   | 54,203   | 4.72%   |
| 075           | Prince William County Public Schools | 65,902                                      | 65,761                                      | (0.21%)   | 68,716   | 4.49%   |
| 077           | Pulaski County Public Schools        | 45,312                                      | 45,170                                      | (0.31%)   | 42,848   | (5.14%)   |
| 078           | Rappahannock County Public Schools   | 51,136                                      | 51,811                                      | 1.32%   | 50,892   | (1.77%)   |
| 079           | Richmond County Public Schools       | 49,860                                      | 47,913                                      | (3.91%)   | 47,594   | (0.67%)   |
| 080           | Roanoke County Public Schools        | 51,942                                      | 51,397                                      | (1.05%)   | 53,727   | 4.53%   |
| 081           | Rockbridge County Public Schools     | 50,873                                      | 53,290                                      | 4.75%   | 53,719   | 0.80%   |
| 082           | Rockingham County Public Schools     | 49,469                                      | 51,658                                      | 4.42%   | 52,338   | 1.32%   |
| 083           | Russell County Public Schools        | 39,067                                      | 39,475                                      | 1.04%   | 39,739   | 0.67%   |
| 084           | Scott County Public Schools          | 46,069                                      | 46,641                                      | 1.24%   | 47,286   | 1.38%   |
| 085           | Shenandoah County Public Schools     | 48,284                                      | 49,121                                      | 1.73%   | 51,041   | 3.91%   |
| 086           | Smyth County Public Schools          | 43,911                                      | 43,961                                      | 0.11%   | 45,024   | 2.42%   |
| 087           | Southampton County Public Schools    | 46,782                                      | 47,036                                      | 0.54%   | 49,202   | 4.60%   |
| 088           | Spotsylvania County Public Schools   | 54,284                                      | 54,248                                      | (0.07%)   | 54,861   | 1.13%   |
| 089           | Stafford County Public Schools       | 56,462                                      | 52,618                                      | (6.81%)   | 55,032   | 4.59%   |
| 090           | Surry County Public Schools          | 51,912                                      | 51,239                                      | (1.30%)   | 58,105   | 13.40%  |
| 091           | Sussex County Public Schools         | 50,720                                      | 52,546                                      | 3.60%   | 53,587   | 1.98%   |
| 092           | Tazewell County Public Schools       | 37,116                                      | 37,440                                      | 0.87%   | 38,845   | 3.75%   |
| 093           | Warren County Public Schools         | 48,717                                      | 49,146                                      | 0.88%   | 49,086   | (0.12%)   |
| 094           | Washington County Public Schools     | 49,314                                      | 46,349                                      | (6.01%)   | 44,247   | (4.54%)   |
| 095           | Westmoreland County Public Schools   | 46,103                                      | 47,558                                      | 3.16%   | 43,843   | (7.81%)   |
| 096           | Wise County Public Schools           | 46,917                                      | 41,324                                      | (11.92%)  | 41,487   | 0.39%   |
| 097           | Wythe County Public Schools          | 47,165                                      | 46,521                                      | (1.37%)   | 47,948   | 3.07%   |
| 098           | York County Public Schools           | 52,505                                      | 53,115                                      | 1.16%   | 53,345   | 0.43%   |
| <b>Cities</b> |                                      |   |   |   |  |   |
| 101           | Alexandria City Public Schools       | 74,738                                      | 74,201                                      | (0.72%)   | 76,133   | 2.60%   |
| 102           | Bristol City Public Schools          | 46,844                                      | 46,630                                      | (0.46%)   | 47,375   | 1.60%   |
| 103           | Buena Vista City Public Schools      | 43,986                                      | 45,122                                      | 2.58%   | 46,506   | 3.07%   |
| 104           | Charlottesville City Public Schools  | 59,231                                      | 61,072                                      | 3.11%   | 63,443   | 3.88%   |
| 106           | Colonial Heights City Public Schools | 50,601                                      | 51,007                                      | 0.80%   | 51,959   | 1.87%   |
| 107           | Covington City Public Schools        | 54,448                                      | 53,329                                      | (2.05%)   | 52,128   | (2.25%)   |
| 108           | Danville City Public Schools         | 48,665                                      | 48,546                                      | (0.24%)   | 51,052   | 5.16%   |
| 109           | Falls Church City Public Schools     | 77,157                                      | 88,323                                      | 14.47%  | 92,737   | 5.00%   |
| 110           | Fredericksburg City Public Schools   | 54,054                                      | 56,539                                      | 4.60%   | 56,357   | (0.32%)   |
| 111           | Galax City Public Schools            | 48,092                                      | 47,659                                      | (0.90%)   | 47,582   | (0.16%)   |
| 112           | Hampton City Public Schools          | 50,312                                      | 51,355                                      | 2.07%   | 48,176   | (6.19%)   |
| 113           | Harrisonburg City Public Schools     | 45,791                                      | 46,501                                      | 1.55%   | 48,639   | 4.60%   |
| 114           | Hopewell City Public Schools         | 47,714                                      | 47,874                                      | 0.34%   | 48,703   | 1.73%   |
| 115           | Lynchburg City Public Schools        | 46,794                                      | 49,275                                      | 5.30%   | 47,982   | (2.63%)   |
| 116           | Martinsville City Public Schools     | 44,585                                      | 45,858                                      | 2.86%   | 46,617   | 1.66%   |
| 117           | Newport News City Public Schools     | 52,838                                      | 52,854                                      | 0.03%   | 54,090   | 2.34%   |
| 118           | Norfolk City Public Schools          | 50,235                                      | 50,223                                      | (0.02%)   | 47,963   | (4.50%)   |
| 119           | Norton City Public Schools           | 43,755                                      | 40,676                                      | (7.04%)   | 37,749   | (7.20%)   |
| 120           | Petersburg City Public Schools       | 46,387                                      | 45,031                                      | (2.92%)   | 48,637   | 8.01%   |
| 121           | Portsmouth City Public Schools       | 52,428                                      | 53,725                                      | 2.47%   | 55,032   | 2.43%   |
| 122           | Radford City Public Schools          | 50,482                                      | 50,936                                      | 0.90%   | 50,951   | 0.03%   |
| 123           | Richmond City Public Schools         | 49,079                                      | 51,530                                      | 4.99%   | 50,044   | (2.88%)   |
| 124           | Roanoke City Public Schools          | 51,061                                      | 53,687                                      | 5.14%   | 48,225   | (10.17%)  |
| 126           | Staunton City Public Schools         | 48,085                                      | 49,033                                      | 1.97%   | 50,136   | 2.25%   |
| 127           | Suffolk City Public Schools          | 56,232                                      | 58,270                                      | 3.62%   | 57,475   | (1.36%)   |

**Virginia Department of Education**  
**2018-2019 Salary Survey - Teachers**  
*Classroom Teacher Salary Survey (Including Librarians and School Counselors)*

| Division                              | Name                                     | FY 2017<br>Actual Average<br>Teacher Salary | FY 2018<br>Actual Average<br>Teacher Salary | FY 2017 to<br>FY 2018<br>Percent<br>Increase/<br>(Decrease) | FY 2019<br>Budgeted<br>Average<br>Teacher Salary | FY 2018 to<br>FY 2019<br>Percent<br>Increase/<br>(Decrease) |
|---------------------------------------|--|---|---|---|--|---|
| 128                                   | Virginia Beach City Public Schools       | 54,577                                      | 55,183                                      | 1.11%   | 54,831   | (0.64%)   |
| 130                                   | Waynesboro City Public Schools           | 47,286                                      | 47,363                                      | 0.16%   | 49,422   | 4.35%   |
| 131                                   | Williamsburg Public Schools <sup>1</sup> | 53,800                                      | 54,435                                      | 1.18%   | 59,178   | 8.71%   |
| 132                                   | Winchester City Public Schools           | 55,152                                      | 55,973                                      | 1.49%   | 57,654   | 3.00%   |
| 135                                   | Franklin City Public Schools             | 45,716                                      | 45,966                                      | 0.55%   | 49,693   | 8.11%   |
| 136                                   | Chesapeake City Public Schools           | 57,524                                      | 53,516                                      | (6.97%)   | 60,205   | 12.50%  |
| 137                                   | Lexington City Public Schools            | 41,797                                      | 43,213                                      | 3.39%   | 44,509   | 3.00%   |
| 139                                   | Salem City Public Schools                | 57,387                                      | 58,418                                      | 1.80%   | 57,581   | (1.43%)   |
| 142                                   | Poquoson City Public Schools             | 51,352                                      | 51,339                                      | (0.02%)   | 50,969   | (0.72%)   |
| 143                                   | Manassas City Public Schools             | 64,390                                      | 65,211                                      | 1.27%   | 70,640   | 8.33%   |
| 144                                   | Manassas Park City Public Schools        | 59,208                                      | 59,171                                      | (0.06%)   | 63,180   | 6.77%   |
| <b>Towns</b>                          |  |   |   |   |  |   |
| 202                                   | Colonial Beach Public Schools            | 50,502                                      | 51,764                                      | 2.50%   | 59,051   | 14.08%  |
| 207                                   | West Point Public Schools                | 41,285                                      | 36,696                                      | (11.12%)  | 37,430   | 2.00%   |
| <b>Average for School Divisions*:</b> |  | <b>56,363</b>                               | <b>57,265</b>                               | <b>1.60%</b>  | <b>58,737</b>                                    | <b>2.57%</b>  |

**Governor's Schools**

|   |   |               |               |              |               |                |
|---|---|---------------|---------------|--------------|---------------|----------------|
| 260                                     | Central Virginia Governor's School      | 64,723        | 65,154        | 0.66%        | 58,887        | (9.62%)        |
| 261                                     | Southwest Virginia Governor's School    | 46,610        | 53,364        | 14.49%       | 42,847        | (19.71%)       |
| 262                                     | Governor's School For The Arts          | 42,442        | 44,649        | 5.20%        | 42,442        | (4.94%)        |
| 263                                     | Roanoke Valley Governor's School        | 56,932        | 56,390        | (0.95%)      | 55,995        | (0.70%)        |
| 264                                     | New Horizons Governor's School          | 59,296        | 64,804        | 9.29%        | 65,520        | 1.11%          |
| 265                                     | Shenandoah Valley Governor's School     | 53,147        | 57,173        | 7.58%        | 56,177        | (1.74%)        |
| 266                                     | Governor's School Global Economics/Tech | 52,973        | 54,111        | 2.15%        | 56,667        | 4.72%          |
| 267                                     | Appomattox Regional Governor's School   | 48,491        | 46,058        | (5.02%)      | 47,058        | 2.17%          |
| 268                                     | A. Linwood Holton Governor's School     | 48,597        | 59,964        | 23.39%       | 62,015        | 3.42%          |
| 269                                     | Chesapeake Bay Governor's School        | 52,423        | 54,363        | 3.70%        | 55,954        | 2.93%          |
| 270                                     | Commonwealth Governor's School          | 64,627        | 64,466        | (0.25%)      | 64,273        | (0.30%)        |
| 271                                     | Maggie L. Walker Governor's School      | 58,097        | 74,265        | 27.83%       | 59,207        | (20.28%)       |
| 272                                     | Thomas Jefferson High School            | 85,784        | 90,143        | 5.08%        | 94,965        | 5.35%          |
| 273                                     | Blue Ridge Governor's School            | 44,541        | 48,044        | 7.86%        | 54,561        | 13.57%         |
| 274                                     | Jackson River Governor's School         | -             | -             | -            | -             | -              |
| 275                                     | Massanutten Governor's School           | 54,646        | 53,693        | (1.75%)      | 56,450        | 5.14%          |
| 276                                     | Piedmont Governor's School              | 49,705        | 50,677        | 1.96%        | 50,683        | 0.01%          |
| 277                                     | Mountain Vista Governor's School        | 65,036        | 62,422        | (4.02%)      | 62,981        | 0.90%          |
| 278                                     | Governor's School at Innovation Park    | 66,384        | 69,554        | 4.78%        | 68,644        | (1.31%)        |
| <b>Average for Governor's Schools*:</b> |   | <b>64,759</b> | <b>69,016</b> | <b>6.57%</b> | <b>68,184</b> | <b>(1.21%)</b> |

**Special Education Regional Programs**

|   |  |               |               |                |               |              |
|---|--|---------------|---------------|----------------|---------------|--------------|
| 280   | Cooperative Centers For Exceptional Children   | 41,806        | 44,030        | 5.32%          | 44,911        | 2.00%        |
| 281   | Middle Peninsula Special Education Program     | 44,040        | 43,949        | (0.21%)        | 47,342        | 7.72%        |
| 282   | Laurel Regional Special Education Center       | 51,199        | 46,941        | (8.32%)        | 47,185        | 0.52%        |
| 283   | Northern Neck Special Education Program        | 41,638        | 42,863        | 2.94%          | 43,284        | 0.98%        |
| 284   | Northwestern Regional Education Program        | 52,630        | 51,214        | (2.69%)        | 53,170        | 3.82%        |
| 285   | Peninsula Area Cooperative Education Services  | 49,225        | 50,295        | 2.17%          | 53,850        | 7.07%        |
| 286   | Piedmont Regional Education Program            | 48,454        | 54,279        | 12.02%         | 56,429        | 3.96%        |
| 287   | Shenandoah Valley Regional Program             | 60,815        | 63,423        | 4.29%          | 65,555        | 3.36%        |
| 288   | Southeastern Cooperative Educational Program   | 45,742        | 45,609        | (0.29%)        | 45,996        | 0.85%        |
| 290   | N. Virginia Regional Special Education Program | 64,676        | 62,949        | (2.67%)        | 62,949        | 0.00%        |
| 292   | Henry Co/Martinsville Regional Program         | 43,043        | 38,474        | (10.61%)       | 45,625        | 18.59%       |
| 299   | Roanoke Valley Regional Board                  | 46,740        | 46,476        | (0.56%)        | 45,168        | (2.82%)      |
| <b>Average for Special Education Programs*:</b> |  | <b>53,278</b> | <b>52,917</b> | <b>(0.68%)</b> | <b>53,578</b> | <b>1.25%</b> |

**Career and Technical Education Regional Programs**

|     |   |        |        |         |        |       |
|-----|---|--------|--------|---------|--------|-------|
| 301 | Charlottesville-Albemarle Vocational-Technical        | 63,203 | 62,459 | (1.18%) | 63,430 | 1.56% |
| 302 | Jackson River Technical Center                        | 48,017 | 48,311 | 0.61%   | 49,038 | 1.50% |
| 304 | Massanutten Technical Center                          | 51,012 | 52,502 | 2.92%   | 53,125 | 1.19% |
| 306 | Valley Vocational-Technical Center                    | 53,191 | 52,408 | (1.47%) | 53,066 | 1.26% |
| 307 | New Horizons Regional Education Center                | 55,420 | 54,965 | (0.82%) | 58,225 | 5.93% |
| 308 | P. D. Pruden Vocational-Technical Center <sup>5</sup> | 57,306 |        |         |        |       |



**Virginia Department of Education**  
**2018-2019 Salary Survey - Teachers**  
*Classroom Teacher Salary Survey (Including Librarians and School Counselors)*

| Division  | Name  | FY 2017<br>Actual Average<br>Teacher Salary | FY 2018<br>Actual Average<br>Teacher Salary | FY 2017 to<br>FY 2018<br>Percent<br>Increase/<br>(Decrease) | FY 2019<br>Budgeted<br>Average<br>Teacher Salary | FY 2018 to<br>FY 2019<br>Percent<br>Increase/<br>(Decrease) |
|---|---|---|---|---|--|---|
| 309   | Rowanty Vocational-Technical Center               | 52,842                                      | 54,844                                      | 3.79%   | 54,581   | (0.48%)   |
| 310   | Northern Neck Vocational-Technical Center         | 47,691                                      | 44,854                                      | (5.95%)   | 45,306   | 1.01%   |
| 311   | Amelia-Nottoway Vocational-Technical Center       | 45,166                                      | 45,235                                      | 0.15%   | 42,844   | (5.28%)   |
| 313   | Bridging Communities Career and Technical Center  | 47,901                                      | 51,348                                      | 7.19%   | 71,302   | 38.86%  |
| <b>Average for Career and Technical Education Programs<sup>4</sup>:</b> |   | <b>52,855</b>                               | <b>52,398</b>                               | <b>(0.86%)</b>  | <b>54,557</b>                                    | <b>4.12%</b>  |
| <b>Regional Alternative Education Programs</b>                          |   |   |   |   |  |   |
| 401   | Lynchburg City Secondary Alternative              | 40,201                                      | 44,523                                      | 10.75%  | 42,862   | (3.73%)   |
| 402   | Enterprise Academy/Newport News City              | 57,456                                      | 57,795                                      | 0.59%   | 58,757   | 1.67%   |
| 403   | Tidewater Regional Alternative Education          | 44,064                                      | 46,220                                      | 4.89%   | 46,551   | 0.72%   |
| 404   | Regional Alternative Plus Self Project/Roanoke    | 48,463                                      | 53,340                                      | 10.06%  | 60,134   | 12.74%  |
| 405   | Transition Support Resource Center/Fairfax        | 77,459                                      | 79,929                                      | 3.19%   | 79,434   | (0.62%)   |
| 406   | Project Return/Fluvanna County                    | 42,840                                      | 43,500                                      | 1.54%   | 44,500   | 2.30%   |
| 407   | Behav Disord Youth/Montgomery                     | 41,972                                      | 42,213                                      | 0.58%   | 44,117   | 4.51%   |
| 408   | Petersburg Regional Alternative                   | 38,700                                      | 42,609                                      | 10.10%  | 41,750   | (2.01%)   |
| 409   | Regional Alternative/Pittsylvania Co              | 33,888                                      | 43,850                                      | 29.48%  | 40,412   | (7.84%)   |
| 410   | Project Return/Powhatan Co                        | 55,490                                      | 54,091                                      | (2.52%)   | 55,173   | 2.00%   |
| 411   | Crossroads Alternative/Bristol City               | 44,471                                      | 36,691                                      | (17.50%)  | 36,899   | 0.57%   |
| 412   | Metro Richmond Alternative Ed                     | 46,729                                      | 44,609                                      | (4.54%)   | 45,800   | 2.67%   |
| 413   | Regional Alternative Ed/Stafford Co               | 63,886                                      | 48,109                                      | (24.70%)  | 57,430   | 19.37%  |
| 414   | Southside L.I.N.K. Project/Brunswick Co           | 44,781                                      | 50,812                                      | 13.47%  | 51,828   | 2.00%   |
| 415   | Regional Alternative Ed/King William              | 28,105                                      | 28,552                                      | 1.59%   | 28,654   | 0.36%   |
| 416   | New Dominion/Prince William Co                    | 65,347                                      | 70,312                                      | 7.60%   | 65,829   | (6.38%)   |
| 417   | Project Bridge/Russell Co                         | 31,733                                      | 32,807                                      | 3.38%   | 33,561   | 2.30%   |
| 418   | Regional Alternative/Wythe Co                     | 54,092                                      | 46,703                                      | (13.66%)  | 47,610   | 1.94%   |
| 420   | Piedmont Alternative School                       | 48,457                                      | 48,919                                      | 0.95%   | 49,947   | 2.10%   |
| 421   | Northern Neck Regional Alternative Education      | 48,932                                      | 49,646                                      | 1.46%   | 53,274   | 7.31%   |
| 422   | Shenandoah Valley Reg Alternative Ed/Genesis      | 44,992                                      | 43,868                                      | (2.50%)   | 47,061   | 7.28%   |
| 423   | Breaking Barriers Alternative Ed/Henry Co         | 41,850                                      | 40,600                                      | (2.99%)   | 60,000   | 47.78%  |
| 424   | Carroll/Galax/Joy Ranch Reg Alternative Ed        | 40,309                                      | 40,651                                      | 0.85%   | 41,067   | 1.02%   |
| 426   | Regional Learning Academy/Wise Co                 | 42,911                                      | 42,444                                      | (1.09%)   | 47,500   | 11.91%  |
| 427   | Regional Community Alternative Ed Continuum       | 45,774                                      | 40,186                                      | (12.21%)  | 46,982   | 16.91%  |
| 428   | Project Renew/Northampton Co                      | 35,965                                      | 52,419                                      | 45.75%  | 53,851   | 2.73%   |
| 429   | Renaissance/Scott Co                              | 46,976                                      | 48,224                                      | 2.65%   | 48,551   | 0.88%   |
| 431   | Regional Alternative Education Center/Buena Vista | 46,046                                      | 45,426                                      | (1.35%)   | 53,000   | 16.67%  |
| <b>Average for Alternative Education Programs<sup>4</sup>:</b>          |   | <b>48,134</b>                               | <b>48,298</b>                               | <b>0.34%</b>  | <b>50,382</b>                                    | <b>4.32%</b>  |
| <b>Statewide Average<sup>4</sup>:</b>                                   |   | <b>56,351</b>                               | <b>57,253</b>                               | <b>1.60%</b>  | <b>58,714</b>                                    | <b>2.55%</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.

<sup>5</sup> P.D. Pruden Vocational-Technical Center is no longer a Career and Technical Regional Program as of FY18.

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

**Virginia Department of Education  
2018-2019 Salary Survey - Principals**

| Division                | Name   | FY 2017<br>Actual Average<br>Principal Salary | FY 2018<br>Actual Average<br>Principal Salary | FY 2017 to FY<br>2018 Percent<br>Increase/<br>(Decrease) | FY 2019<br>Budgeted<br>Average<br>Principal<br>Salary | FY 2018 to<br>FY 2019<br>Percent<br>Increase/<br>(Decrease) |
|-------------------------|--|---|---|--|---|---|
| <b>School Divisions</b> |  |   |   |  |   |   |
| <b>Counties</b>         |  |   |   |  |   |   |
| 001                     | Accomack County Public Schools                 | 86,725  | 86,383  | (0.39%)  | 86,645  | 0.30%   |
| 002                     | Albemarle County Public Schools                | 103,821                                       | 103,201                                       | (0.60%)  | 104,907   | 1.65%   |
| 003                     | Alleghany County Public Schools                | 83,396  | 84,485  | 1.31%  | 85,684  | 1.42%   |
| 004                     | Amelia County Public Schools                   | 84,215  | 87,335  | 3.71%  | 88,645  | 1.50%   |
| 005                     | Amherst County Public Schools                  | 79,546  | 89,680  | 12.74%   | 95,660  | 6.67%   |
| 006                     | Appomattox County Public Schools               | 72,784  | 74,533  | 2.40%  | 76,769  | 3.00%   |
| 007                     | Arlington County Public Schools                | 147,632                                       | 149,094                                       | 0.99%  | 155,058   | 4.00%   |
| 008                     | Augusta County Public Schools                  | 84,461  | 87,669  | 3.80%  | 88,984  | 1.50%   |
| 009                     | Bath County Public Schools                     | 73,170  | 81,353  | 11.18%   | 81,967  | 0.75%   |
| 010                     | Bedford County Public Schools                  | 80,668  | 84,537  | 4.80%  | 89,946  | 6.40%   |
| 011                     | Bland County Public Schools                    | 69,152  | 65,061  | (5.92%)  | 67,233  | 3.34%   |
| 012                     | Botetourt County Public Schools                | 95,662  | 96,786  | 1.17%  | 98,061  | 1.32%   |
| 013                     | Brunswick County Public Schools                | 84,684  | 86,378  | 2.00%  | 88,528  | 2.49%   |
| 014                     | Buchanan County Public Schools                 | 69,329  | 69,270  | (0.09%)  | 77,784  | 12.29%  |
| 015                     | Buckingham County Public Schools               | 78,642  | 85,631  | 8.89%  | 87,344  | 2.00%   |
| 016                     | Campbell County Public Schools                 | 98,436  | 99,933  | 1.52%  | 102,681   | 2.75%   |
| 017                     | Caroline County Public Schools                 | 84,023  | 94,605  | 12.59%   | 95,058  | 0.48%   |
| 018                     | Carroll County Public Schools                  | 78,598  | 79,864  | 1.61%  | 80,602  | 0.92%   |
| 019                     | Charles City County Public Schools             | 83,439  | 82,159  | (1.53%)  | 83,367  | 1.47%   |
| 020                     | Charlotte County Public Schools                | 67,169  | 72,522  | 7.97%  | 72,542  | 0.03%   |
| 021                     | Chesterfield County Public Schools             | 90,222  | 97,860  | 8.47%  | 100,684   | 2.89%   |
| 022                     | Clarke County Public Schools                   | 97,932  | 102,144                                       | 4.30%  | 104,698   | 2.50%   |
| 023                     | Craig County Public Schools                    | 68,613  | 62,871  | (8.37%)  | 64,447  | 2.51%   |
| 024                     | Culpeper County Public Schools                 | 100,731                                       | 103,252                                       | 2.50%  | 98,195  | (4.90%)   |
| 025                     | Cumberland County Public Schools               | 80,344  | 83,083  | 3.41%  | 83,083  | 0.00%   |
| 026                     | Dickenson County Public Schools                | 81,122  | 80,590  | (0.66%)  | 78,000  | (3.21%)   |
| 027                     | Dinwiddie County Public Schools                | 87,316  | 87,904  | 0.67%  | 90,697  | 3.18%   |
| 028                     | Essex County Public Schools                    | 84,717  | 85,833  | 1.32%  | 87,550  | 2.00%   |
| 029                     | Fairfax County Public Schools <sup>1</sup>     | 135,399                                       | 136,257                                       | 0.63%  | 142,834   | 4.83%   |
| 030                     | Fauquier County Public Schools                 | 100,695                                       | 99,798  | (0.89%)  | 103,486   | 3.70%   |
| 031                     | Floyd County Public Schools                    | 80,996  | 79,733  | (1.56%)  | 76,145  | (4.50%)   |
| 032                     | Fluvanna County Public Schools                 | 91,323  | 93,036  | 1.87%  | 89,298  | (4.02%)   |
| 033                     | Franklin County Public Schools                 | 82,076  | 86,557  | 5.46%  | 82,808  | (4.33%)   |
| 034                     | Frederick County Public Schools                | 102,811                                       | 102,099                                       | (0.69%)  | 104,889   | 2.73%   |
| 035                     | Giles County Public Schools                    | 77,885  | 77,712  | (0.22%)  | 77,283  | (0.55%)   |
| 036                     | Gloucester County Public Schools               | 84,016  | 84,561  | 0.65%  | 87,005  | 2.89%   |
| 037                     | Goochland County Public Schools                | 85,119  | 88,371  | 3.82%  | 92,501  | 4.67%   |
| 038                     | Grayson County Public Schools                  | 78,938  | 79,138  | 0.25%  | 72,191  | (8.78%)   |
| 039                     | Greene County Public Schools                   | 86,501  | 85,875  | (0.72%)  | 88,667  | 3.25%   |
| 040                     | Greensville County Public Schools <sup>2</sup> | 71,456  | 74,719  | 4.57%  | 79,431  | 6.31%   |
| 041                     | Halifax County Public Schools                  | 74,380  | 74,242  | (0.19%)  | 75,440  | 1.61%   |
| 042                     | Hanover County Public Schools                  | 92,734  | 102,818                                       | 10.87%   | 104,875   | 2.00%   |
| 043                     | Henrico County Public Schools                  | 121,268                                       | 102,862                                       | (15.18%)   | 105,948   | 3.00%   |
| 044                     | Henry County Public Schools                    | 80,294  | 79,808  | (0.61%)  | 72,570  | (9.07%)   |
| 045                     | Highland County Public Schools                 | 76,704  | 77,615  | 1.19%  | 77,615  | (0.00%)   |
| 046                     | Isle Of Wight County Public Schools            | 85,079  | 85,038  | (0.05%)  | 84,245  | (0.93%)   |
| 048                     | King George County Public Schools              | 96,955  | 99,863  | 3.00%  | 100,208   | 0.34%   |
| 049                     | King And Queen County Public Schools           | 80,971  | 82,669  | 2.10%  | 83,844  | 1.42%   |
| 050                     | King William County Public Schools             | 83,697  | 87,438  | 4.47%  | 87,438  | (0.00%)   |
| 051                     | Lancaster County Public Schools                | 88,689  | 90,099  | 1.59%  | 91,901  | 2.00%   |
| 052                     | Lee County Public Schools                      | 65,609  | 52,780  | (19.55%)   | 64,254  | 21.74%  |
| 053                     | Loudoun County Public Schools                  | 123,344                                       | 135,923                                       | 10.20%   | 136,778   | 0.63%   |
| 054                     | Louisa County Public Schools                   | 94,164  | 95,488  | 1.41%  | 96,249  | 0.80%   |
| 055                     | Lunenburg County Public Schools                | 66,731  | 67,142  | 0.62%  | 69,330  | 3.26%   |
| 056                     | Madison County Public Schools                  | 98,927  | 97,875  | (1.06%)  | 99,627  | 1.79%   |
| 057                     | Mathews County Public Schools                  | 69,642  | 83,637  | 20.10%   | 86,469  | 3.39%   |
| 058                     | Mecklenburg County Public Schools              | 72,503  | 79,323  | 9.41%  | 79,323  | (0.00%)   |
| 059                     | Middlesex County Public Schools                | 71,046  | 72,398  | 1.90%  | 81,542  | 12.63%  |
| 060                     | Montgomery County Public Schools               | 82,055  | 82,654  | 0.73%  | 83,894  | 1.50%   |

**Virginia Department of Education  
2018-2019 Salary Survey - Principals**

| Division      | Name                                 | FY 2017<br>Actual Average<br>Principal Salary | FY 2018<br>Actual Average<br>Principal Salary | FY 2017 to FY<br>2018 Percent<br>Increase/<br>(Decrease) | FY 2019<br>Budgeted<br>Average<br>Principal<br>Salary | FY 2018 to<br>FY 2019<br>Percent<br>Increase/<br>(Decrease) |
|---------------|--------------------------------------|---|---|--|---|---|
| 062           | Nelson County Public Schools         | 92,721  | 91,410  | (1.41%)  | 92,988  | 1.70%   |
| 063           | New Kent County Public Schools       | 86,526  | 88,506  | 2.29%  | 91,377  | 3.24%   |
| 065           | Northampton County Public Schools    | 83,262  | 84,852  | 1.91%  | 86,887  | 2.40%   |
| 066           | Northumberland County Public Schools | 85,889  | 85,836  | (0.06%)  | 86,583  | 0.87%   |
| 067           | Nottoway County Public Schools       | 80,747  | 77,448  | (4.09%)  | 82,067  | 5.96%   |
| 068           | Orange County Public Schools         | 88,690  | 88,858  | 0.19%  | 89,401  | 0.61%   |
| 069           | Page County Public Schools           | 78,512  | 76,640  | (2.38%)  | 78,851  | 2.89%   |
| 070           | Patrick County Public Schools        | 71,514  | 71,315  | (0.28%)  | 71,180  | (0.19%)   |
| 071           | Pittsylvania County Public Schools   | 81,801  | 82,020  | 0.27%  | 82,846  | 1.01%   |
| 072           | Powhatan County Public Schools       | 88,924  | 77,542  | (12.80%)   | 81,440  | 5.03%   |
| 073           | Prince Edward County Public Schools  | 81,400  | 79,736  | (2.04%)  | 108,501   | 36.07%  |
| 074           | Prince George County Public Schools  | 78,248  | 79,167  | 1.17%  | 87,902  | 11.03%  |
| 075           | Prince William County Public Schools | 122,781                                       | 124,747                                       | 1.60%  | 132,195   | 5.97%   |
| 077           | Pulaski County Public Schools        | 84,695  | 83,438  | (1.48%)  | 80,494  | (3.53%)   |
| 078           | Rappahannock County Public Schools   | 90,818  | 89,927  | (0.98%)  | 86,173  | (4.17%)   |
| 079           | Richmond County Public Schools       | 88,916  | 90,660  | 1.96%  | 93,011  | 2.59%   |
| 080           | Roanoke County Public Schools        | 94,447  | 95,130  | 0.72%  | 90,257  | (5.12%)   |
| 081           | Rockbridge County Public Schools     | 84,899  | 85,591  | 0.81%  | 91,167  | 6.51%   |
| 082           | Rockingham County Public Schools     | 89,233  | 90,480  | 1.40%  | 91,435  | 1.05%   |
| 083           | Russell County Public Schools        | 72,461  | 74,239  | 2.45%  | 75,582  | 1.81%   |
| 084           | Scott County Public Schools          | 78,294  | 78,015  | (0.36%)  | 77,038  | (1.25%)   |
| 085           | Shenandoah County Public Schools     | 95,290  | 96,080  | 0.83%  | 100,033   | 4.11%   |
| 086           | Smyth County Public Schools          | 81,041  | 81,184  | 0.18%  | 82,851  | 2.05%   |
| 087           | Southampton County Public Schools    | 79,290  | 74,873  | (5.57%)  | 78,182  | 4.42%   |
| 088           | Spotsylvania County Public Schools   | 115,312                                       | 115,420                                       | 0.09%  | 116,676   | 1.09%   |
| 089           | Stafford County Public Schools       | 108,662                                       | 112,386                                       | 3.43%  | 111,214   | (1.04%)   |
| 090           | Surry County Public Schools          | 83,262  | 83,101  | (0.19%)  | 82,585  | (0.62%)   |
| 091           | Sussex County Public Schools         | 84,172  | 87,895  | 4.42%  | 88,774  | 1.00%   |
| 092           | Tazewell County Public Schools       | 74,096  | 74,411  | 0.43%  | 81,145  | 9.05%   |
| 093           | Warren County Public Schools         | 95,084  | 96,202  | 1.18%  | 99,300  | 3.22%   |
| 094           | Washington County Public Schools     | 75,390  | 80,496  | 6.77%  | 82,297  | 2.24%   |
| 095           | Westmoreland County Public Schools   | 75,976  | 71,073  | (6.45%)  | 77,648  | 9.25%   |
| 096           | Wise County Public Schools           | 69,413  | 64,320  | (7.34%)  | 66,129  | 2.81%   |
| 097           | Wythe County Public Schools          | 84,790  | 85,032  | 0.29%  | 85,315  | 0.33%   |
| 098           | York County Public Schools           | 90,790  | 91,195  | 0.45%  | 95,925  | 5.19%   |
| <b>Cities</b> |                                      |   |   |  |   |   |
| 101           | Alexandria City Public Schools       | 139,548                                       | 135,386                                       | (2.98%)  | 138,715   | 2.46%   |
| 102           | Bristol City Public Schools          | 84,543  | 85,190  | 0.77%  | 86,765  | 1.85%   |
| 103           | Buena Vista City Public Schools      | 48,976  | 60,797  | 24.14%   | 77,009  | 26.67%  |
| 104           | Charlottesville City Public Schools  | 97,185  | 103,057                                       | 6.04%  | 105,119   | 2.00%   |
| 106           | Colonial Heights City Public Schools | 88,860  | 93,709  | 5.46%  | 98,005  | 2.45%   |
| 107           | Covington City Public Schools        | 69,657  | 71,880  | 3.19%  | 77,472  | 7.78%   |
| 108           | Danville City Public Schools         | 84,180  | 85,474  | 1.54%  | 87,235  | 2.06%   |
| 109           | Falls Church City Public Schools     | 120,342                                       | 122,226                                       | 1.57%  | 126,068   | 3.14%   |
| 110           | Fredericksburg City Public Schools   | 116,971                                       | 119,265                                       | 1.96%  | 121,666   | 2.01%   |
| 111           | Galax City Public Schools            | 75,842  | 76,601  | 1.00%  | 83,334  | 8.79%   |
| 112           | Hampton City Public Schools          | 89,103  | 91,589  | 2.79%  | 83,654  | (8.66%)   |
| 113           | Harrisonburg City Public Schools     | 97,696  | 103,924                                       | 6.37%  | 106,570   | 2.55%   |
| 114           | Hopewell City Public Schools         | 79,996  | 72,029  | (9.96%)  | 67,434  | (6.38%)   |
| 115           | Lynchburg City Public Schools        | 92,469  | 80,549  | (12.89%)   | 81,207  | 0.82%   |
| 116           | Martinsville City Public Schools     | 88,715  | 79,574  | (10.30%)   | 81,401  | 2.30%   |
| 117           | Newport News City Public Schools     | 91,998  | 95,305  | 3.59%  | 96,733  | 1.50%   |
| 118           | Norfolk City Public Schools          | 90,461  | 90,548  | 0.10%  | 90,945  | 0.44%   |
| 119           | Norton City Public Schools           | 75,630  | 78,736  | 4.11%  | 77,710  | (1.30%)   |
| 120           | Petersburg City Public Schools       | 86,068  | 88,565  | 2.90%  | 90,160  | 1.80%   |
| 121           | Portsmouth City Public Schools       | 86,584  | 97,011  | 12.04%   | 95,414  | (1.65%)   |
| 122           | Radford City Public Schools          | 90,307  | 91,950  | 1.82%  | 94,243  | 2.49%   |
| 123           | Richmond City Public Schools         | 93,977  | 81,549  | (13.22%)   | 97,615  | 19.70%  |
| 124           | Roanoke City Public Schools          | 91,385  | 91,851  | 0.51%  | 98,088  | 6.79%   |
| 126           | Staunton City Public Schools         | 88,811  | 91,153  | 2.64%  | 93,204  | 2.25%   |
| 127           | Suffolk City Public Schools          | 90,679  | 94,163  | 3.84%  | 92,310  | (1.97%)   |
| 128           | Virginia Beach City Public Schools   | 101,110                                       | 100,784                                       | (0.32%)  | 104,190   | 3.38%   |

**Virginia Department of Education  
2018-2019 Salary Survey - Principals**

| Division  | Name  | FY 2017<br>Actual Average<br>Principal Salary | FY 2018<br>Actual Average<br>Principal Salary | FY 2017 to FY<br>2018 Percent<br>Increase/<br>(Decrease) | FY 2019<br>Budgeted<br>Average<br>Principal<br>Salary | FY 2018 to<br>FY 2019<br>Percent<br>Increase/<br>(Decrease) |
|---|---|---|---|--|---|---|
| 130   | Waynesboro City Public Schools                        | 78,412  | 81,057  | 3.37%  | 81,320  | 0.32%   |
| 131   | Williamsburg Public Schools <sup>1</sup>              | 86,456  | 87,024  | 0.66%  | 91,176  | 4.77%   |
| 132   | Winchester City Public Schools                        | 99,123  | 101,846                                       | 2.75%  | 102,876   | 1.01%   |
| 135   | Franklin City Public Schools                          | 72,387  | 68,044  | (6.00%)  | 79,519  | 16.86%  |
| 136   | Chesapeake City Public Schools                        | 98,368  | 100,954                                       | 2.63%  | 100,254   | (0.69%)   |
| 137   | Lexington City Public Schools                         | 69,775  | 62,490  | (10.44%)   | 68,407  | 9.47%   |
| 139   | Salem City Public Schools                             | 101,464                                       | 101,657                                       | 0.19%  | 100,815   | (0.83%)   |
| 142   | Poquoson City Public Schools                          | 87,672  | 90,978  | 3.77%  | 89,361  | (1.78%)   |
| 143   | Manassas City Public Schools                          | 119,320                                       | 118,489                                       | (0.70%)  | 112,652   | (4.93%)   |
| 144   | Manassas Park City Public Schools                     | 129,167                                       | 130,022                                       | 0.66%  | 134,051   | 3.10%   |
| <b>Towns</b>  |   |   |   |  |   |   |
| 202   | Colonial Beach Public Schools                         | 80,391  | 82,309  | 2.39%  | 82,672  | 0.44%   |
| 207   | West Point Public Schools                             | 91,082  | 91,993  | 1.00%  | 90,856  | (1.24%)   |
| <b>Average for School Divisions*:</b>                   |   | <b>99,974</b>                                 | <b>100,994</b>                                | <b>1.02%</b>   | <b>103,821</b>  | <b>2.80%</b>  |
| <b>Governor's Schools</b>                               |   |   |   |  |   |   |
| 260   | Central Virginia Governor's School                    | 106,265                                       | 106,265                                       | 0.00%  | 107,328   | 1.00%   |
| 261   | Southwest Virginia Governor's School                  | 92,991  | 94,850  | 2.00%  | 96,747  | 2.00%   |
| 262   | Governor's School For The Arts                        | 106,759                                       | 108,894                                       | 2.00%  | 112,922   | 3.70%   |
| 263   | Roanoke Valley Governor's School                      | 94,580  | 87,703  | (7.27%)  | 89,458  | 2.00%   |
| 264   | New Horizons Governor's School                        | -   | -   | -  | -   | -   |
| 265   | Shenandoah Valley Governor's School                   | 75,136  | 76,639  | 2.00%  | 77,789  | 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                    | 131,811                                       | 125,222                                       | (5.00%)  | 128,700   | 2.78%   |
| 272   | Thomas Jefferson High School                          | 152,006                                       | 148,893                                       | (2.05%)  | 158,897   | 6.72%   |
| 273   | Blue Ridge Governor's School                          | -   | -   | -  | -   | -   |
| 274   | Jackson River Governor's School                       | -   | -   | -  | -   | -   |
| 275   | Massanutten Governor's School                         | 78,242  | 78,242  | 0.00%  | 83,150  | 6.27%   |
| 276   | Piedmont Governor's School                            | -   | -   | -  | -   | -   |
| 277   | Mountain Vista Governor's School                      | 108,089                                       | 107,725                                       | (0.34%)  | 114,925   | 6.66%   |
| 278   | Governor's School at Innovation Park                  | 112,543                                       | 115,919                                       | 3.00%  | 119,398   | 3.00%   |
| <b>Average for Governor's Schools*:</b>                 |   | <b>105,820</b>                                | <b>104,970</b>                                | <b>(0.80%)</b>   | <b>109,016</b>  | <b>3.85%</b>  |
| <b>Special Education Regional Programs</b>              |   |   |   |  |   |   |
| 280   | Cooperative Centers For Exceptional Children          | -   | -   | -  | -   | -   |
| 281   | Middle Peninsula Special Education Program            | -   | -   | -  | -   | -   |
| 282   | Laurel Regional Special Education Center              | 78,184  | 78,958  | 0.99%  | 79,458  | 0.63%   |
| 283   | Northern Neck Special Education Program               | -   | -   | -  | -   | -   |
| 284   | Northwestern Regional Education Program               | 108,343                                       | 110,510                                       | 2.00%  | 113,606   | 2.80%   |
| 285   | Peninsula Area Cooperative Education Services         | -   | -   | -  | -   | -   |
| 286   | Piedmont Regional Education Program                   | 35,895  | 39,501  | 10.05%   | 138,424   | 250.43%   |
| 287   | Shenandoah Valley Regional Program                    | -   | -   | -  | -   | -   |
| 288   | Southeastern Cooperative Educational Program          | 92,190  | 83,066  | (9.90%)  | 93,739  | 12.85%  |
| 290   | N. Virginia Regional Special Education Program        | 118,621                                       | 121,744                                       | 2.63%  | 121,744   | 0.00%   |
| 292   | Henry Co/Martinsville Regional Program                | -   | -   | -  | -   | -   |
| 299   | Roanoke Valley Regional Board                         | -   | -   | -  | -   | -   |
| <b>Average for Special Education Programs*:</b>         |   | <b>87,071</b>                                 | <b>82,599</b>                                 | <b>(5.14%)</b>   | <b>98,774</b>   | <b>19.58%</b>   |
| <b>Career and Technical Education Regional Programs</b> |   |   |   |  |   |   |
| 301   | Charlottesville-Albemarle Vocational-Technical        | 118,128                                       | 120,360                                       | 1.89%  | 123,610   | 2.70%   |
| 302   | Jackson River Technical Center                        | 89,563  | 90,280  | 0.80%  | 90,278  | (0.00%)   |
| 304   | Massanutten Technical Center                          | 91,556  | 93,364  | 1.97%  | 95,000  | 1.75%   |
| 306   | Valley Vocational-Technical Center                    | 93,282  | 95,148  | 2.00%  | 98,002  | 3.00%   |
| 307   | New Horizons Regional Education Center                | 94,877  | 97,334  | 2.59%  | 100,809   | 3.57%   |
| 308   | P. D. Pruden Vocational-Technical Center <sup>2</sup> | 85,533  | -   | -  | -   | -   |
| 309   | Rowanty Vocational-Technical Center                   | 90,177  | 91,980  | 2.00%  | 93,820  | 2.00%   |

**Virginia Department of Education  
2018-2019 Salary Survey - Principals**

| Division  | Name   | FY 2017<br>Actual Average<br>Principal Salary | FY 2018<br>Actual Average<br>Principal Salary | FY 2017 to FY<br>2018 Percent<br>Increase/<br>(Decrease) | FY 2019<br>Budgeted<br>Average<br>Principal<br>Salary | FY 2018 to<br>FY 2019<br>Percent<br>Increase/<br>(Decrease) |
|---|--|---|---|--|---|---|
| 310   | Northern Neck Vocational-Technical Center        | 92,599  | 93,988  | 1.50%  | 95,868  | 2.00%   |
| 311   | Amelia-Nottoway Vocational-Technical Center      | 79,907  | 80,706  | 1.00%  | 82,231  | 1.89%   |
| 313   | Bridging Communities Career and Technical Center | -   | -   |  | -   |   |
| <b>Average for Career and Technical Education Programs<sup>4</sup>:</b> |  | <b>94,098</b>                                 | <b>95,610</b>                                 | <b>1.61%</b>   | <b>97,825</b>   | <b>2.32%</b>  |

**Regional Alternative Education Programs**

|  |   |               |                |              |                |              |
|--|---|---------------|----------------|--------------|----------------|--------------|
| 401  | Lynchburg City Secondary Alternative              | -             | -              |              | -              |              |
| 402  | Enterprise Academy/Newport News City              | 98,997        | 100,977        | 2.00%        | 105,016        | 4.00%        |
| 403  | Tidewater Regional Alternative Education          | 68,349        | 74,000         | 8.27%        | 77,000         | 4.05%        |
| 404  | Regional Alternative Plus Self Project/Roanoke    | -             | -              |              | -              |              |
| 405  | Transition Support Resource Center/Fairfax        | -             | -              |              | -              |              |
| 406  | Project Return/Fluvanna County                    | -             | -              |              | -              |              |
| 407  | Behav Disord Youth/Montgomery                     | -             | 77,744         |              | 87,461         | 12.50%       |
| 408  | Petersburg Regional Alternative                   | 77,000        | 77,000         | 0.00%        | 78,000         | 1.30%        |
| 409  | Regional Alternative/Pittsylvania Co              | 88,308        | 93,698         | 6.10%        | 95,300         | 1.71%        |
| 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              | 99,980        | 102,864        | 2.88%        | 105,000        | 2.08%        |
| 416  | New Dominion/Prince William Co                    | 106,082       | -              |              | 143,160        |              |
| 417  | Project Bridge/Russell Co                         | -             | -              |              | -              |              |
| 418  | Regional Alternative/Wythe Co                     | -             | -              |              | -              |              |
| 420  | Piedmont Alternative School                       | 79,907        | -              |              | -              |              |
| 421  | Northern Neck Regional Alternative Education      | -             | -              |              | -              |              |
| 422  | Shenandoah Valley Reg Alternative Ed/Genesis      | -             | -              |              | -              |              |
| 423  | Breaking Barriers Alternative Ed/Henry Co         | 64,949        | 64,850         | (0.15%)      | 70,664         | 8.96%        |
| 424  | Carroll/Galax/Joy Ranch Reg Alternative Ed        | -             | -              |              | -              |              |
| 426  | Regional Learning Academy/Wise Co                 | 84,033        | 84,033         | 0.00%        | 90,909         | 8.18%        |
| 427  | Regional Community Alternative Ed Continuum       | 97,988        | 97,988         | 0.00%        | 103,000        | 5.11%        |
| 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>88,673</b> | <b>89,109</b>  | <b>0.49%</b> | <b>94,868</b>  | <b>6.46%</b> |
| <b>Statewide Average<sup>4</sup>:</b>                          |   | <b>99,727</b> | <b>100,647</b> | <b>0.92%</b> | <b>103,707</b> | <b>3.04%</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.

<sup>5</sup> P.D. Pruden Vocational-Technical Center is no longer a Career and Technical Regional Program as of FY18.

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

**Virginia Department of Education  
2018-2019 Salary Survey - Assistant Principals**

| Division                | Name   | FY 2017<br>Actual Average<br>Assistant<br>Principal Salary | FY 2018<br>Actual Average<br>Assistant<br>Principal Salary | FY 2017 to<br>FY 2018<br>Percent<br>Increase/<br>(Decrease) | FY 2019<br>Budgeted Average<br>Assistant Principal<br>Salary | FY 2018 to<br>FY 2019<br>Percent<br>Increase/<br>(Decrease) |
|-------------------------|--|--|--|---|--|---|
| <b>School Divisions</b> |  |  |  |   |  |   |
| <b>Counties</b>         |  |  |  |   |  |   |
| 001                     | Accomack County Public Schools                 | 69,500   | 64,657   | (6.97%)   | 62,290   | (3.66%)   |
| 002                     | Albemarle County Public Schools                | 82,407   | 82,608   | 0.24%   | 82,604   | (0.01%)   |
| 003                     | Alleghany County Public Schools                | 72,609   | 72,266   | (0.47%)   | 73,881   | 2.24%   |
| 004                     | Amelia County Public Schools                   | 66,726   | 66,207   | (0.78%)   | 67,200   | 1.50%   |
| 005                     | Amherst County Public Schools                  | 66,775   | 65,885   | (1.33%)   | 67,124   | 1.88%   |
| 006                     | Appomattox County Public Schools               | 65,474   | 72,184   | 10.25%  | 75,829   | 5.05%   |
| 007                     | Arlington County Public Schools                | 114,616  | 114,708  | 0.08%   | 119,296  | 4.00%   |
| 008                     | Augusta County Public Schools                  | 69,423   | 70,363   | 1.35%   | 69,975   | (0.55%)   |
| 009                     | Bath County Public Schools                     | -  | -  |   | -  |   |
| 010                     | Bedford County Public Schools                  | 67,072   | 66,976   | (0.14%)   | 73,318   | 9.47%   |
| 011                     | Bland County Public Schools                    | 67,596   | 72,500   | 7.25%   | 4,000  | (94.48%)  |
| 012                     | Botetourt County Public Schools                | 76,606   | 79,024   | 3.16%   | 80,604   | 2.00%   |
| 013                     | Brunswick County Public Schools                | 73,979   | 61,024   | (17.51%)  | 79,313   | 29.97%  |
| 014                     | Buchanan County Public Schools                 | 48,412   | 56,028   | 15.73%  | 57,120   | 1.95%   |
| 015                     | Buckingham County Public Schools               | 59,185   | 68,963   | 16.52%  | 72,553   | 5.21%   |
| 016                     | Campbell County Public Schools                 | 72,857   | 74,484   | 2.23%   | 80,387   | 7.92%   |
| 017                     | Caroline County Public Schools                 | 79,241   | 73,361   | (7.42%)   | 73,703   | 0.47%   |
| 018                     | Carroll County Public Schools                  | 61,815   | 72,265   | 16.91%  | 72,937   | 0.93%   |
| 019                     | Charles City County Public Schools             | 66,881   | 71,671   | 7.16%   | 76,500   | 6.74%   |
| 020                     | Charlotte County Public Schools                | 61,025   | 63,731   | 4.43%   | 66,381   | 4.16%   |
| 021                     | Chesterfield County Public Schools             | 67,740   | 56,470   | (16.64%)  | 68,253   | 20.87%  |
| 022                     | Clarke County Public Schools                   | 72,162   | 75,223   | 4.24%   | 77,103   | 2.50%   |
| 023                     | Craig County Public Schools                    | 38,607   | 36,392   | (5.74%)   | 50,710   | 39.34%  |
| 024                     | Culpeper County Public Schools                 | 80,142   | 85,426   | 6.59%   | 79,975   | (6.38%)   |
| 025                     | Cumberland County Public Schools               | 64,667   | 71,481   | 10.54%  | 74,681   | 4.48%   |
| 026                     | Dickenson County Public Schools                | 44,156   | 43,890   | (0.60%)   | 47,500   | 8.22%   |
| 027                     | Dinwiddie County Public Schools                | 71,359   | 68,868   | (3.49%)   | 73,010   | 6.01%   |
| 028                     | Essex County Public Schools                    | 70,460   | 72,507   | 2.90%   | 75,358   | 3.93%   |
| 029                     | Fairfax County Public Schools <sup>1</sup>     | 108,499  | 107,192  | (1.20%)   | 112,613  | 5.06%   |
| 030                     | Fauquier County Public Schools                 | 78,788   | 76,604   | (2.77%)   | 80,388   | 4.94%   |
| 031                     | Floyd County Public Schools                    | 70,534   | 68,295   | (3.17%)   | 63,445   | (7.10%)   |
| 032                     | Fluvanna County Public Schools                 | 71,581   | 71,854   | 0.38%   | 71,318   | (0.75%)   |
| 033                     | Franklin County Public Schools                 | 73,261   | 63,590   | (13.20%)  | 67,034   | 5.42%   |
| 034                     | Frederick County Public Schools                | 83,937   | 85,318   | 1.65%   | 88,546   | 3.78%   |
| 035                     | Giles County Public Schools                    | 63,711   | 67,960   | 6.67%   | 67,960   | (0.00%)   |
| 036                     | Gloucester County Public Schools               | 63,543   | 58,602   | (7.78%)   | 66,427   | 13.35%  |
| 037                     | Goochland County Public Schools                | 73,738   | 75,929   | 2.97%   | 76,880   | 1.25%   |
| 038                     | Grayson County Public Schools                  | 66,431   | 65,423   | (1.52%)   | 64,536   | (1.36%)   |
| 039                     | Greene County Public Schools                   | 69,468   | 70,302   | 1.20%   | 72,571   | 3.23%   |
| 040                     | Greensville County Public Schools <sup>2</sup> | 53,458   | 51,866   | (2.98%)   | 60,720   | 17.07%  |
| 041                     | Halifax County Public Schools                  | 59,112   | 55,445   | (6.20%)   | 63,981   | 15.40%  |
| 042                     | Hanover County Public Schools                  | 69,342   | 78,431   | 13.11%  | 79,167   | 0.94%   |
| 043                     | Henrico County Public Schools                  | 74,305   | 70,424   | (5.22%)   | 72,537   | 3.00%   |
| 044                     | Henry County Public Schools                    | 63,677   | 64,739   | 1.67%   | 61,338   | (5.25%)   |
| 045                     | Highland County Public Schools                 | -  | -  |   | -  |   |
| 046                     | Isle Of Wight County Public Schools            | 71,459   | 67,339   | (5.77%)   | 67,263   | (0.11%)   |
| 048                     | King George County Public Schools              | 85,881   | 87,247   | 1.59%   | 88,108   | 0.99%   |
| 049                     | King And Queen County Public Schools           | -  | 60,250   |   | 61,105   | 1.42%   |
| 050                     | King William County Public Schools             | 68,512   | 69,280   | 1.12%   | 70,782   | 2.17%   |
| 051                     | Lancaster County Public Schools                | 85,549   | 64,698   | (24.37%)  | 65,992   | 2.00%   |
| 052                     | Lee County Public Schools                      | 51,597   | 46,179   | (10.50%)  | 50,910   | 10.24%  |
| 053                     | Loudoun County Public Schools                  | 88,962   | 91,994   | 3.41%   | 88,273   | (4.05%)   |
| 054                     | Louisa County Public Schools                   | 70,161   | 72,919   | 3.93%   | 76,850   | 5.39%   |
| 055                     | Lunenburg County Public Schools                | 64,961   | 58,571   | (9.84%)   | 67,737   | 15.65%  |
| 056                     | Madison County Public Schools                  | 64,025   | 69,717   | 8.89%   | 71,181   | 2.10%   |

**Virginia Department of Education  
2018-2019 Salary Survey - Assistant Principals**

| Division      | Name                                 | FY 2017<br>Actual Average<br>Assistant<br>Principal Salary | FY 2018<br>Actual Average<br>Assistant<br>Principal Salary | FY 2017 to<br>FY 2018<br>Percent<br>Increase/<br>(Decrease) | FY 2019<br>Budgeted Average<br>Assistant Principal<br>Salary | FY 2018 to<br>FY 2019<br>Percent<br>Increase/<br>(Decrease) |
|---------------|--------------------------------------|--|--|---|--|---|
| 057           | Mathews County Public Schools        | 55,469   | 67,273   | 21.28%  | 69,558   | 3.40%   |
| 058           | Mecklenburg County Public Schools    | 60,161   | 61,824   | 2.76%   | 61,841   | 0.03%   |
| 059           | Middlesex County Public Schools      | 65,643   | 60,409   | (7.97%)   | 65,558   | 8.52%   |
| 060           | Montgomery County Public Schools     | 81,016   | 72,684   | (10.29%)  | 73,139   | 0.63%   |
| 062           | Nelson County Public Schools         | 70,623   | 60,492   | (14.35%)  | 60,370   | (0.20%)   |
| 063           | New Kent County Public Schools       | 76,592   | 75,351   | (1.62%)   | 79,086   | 4.96%   |
| 065           | Northampton County Public Schools    | 64,802   | 63,944   | (1.32%)   | 66,211   | 3.55%   |
| 066           | Northumberland County Public Schools | 64,051   | 66,250   | 3.43%   | 69,591   | 5.04%   |
| 067           | Nottoway County Public Schools       | 70,115   | 75,357   | 7.48%   | 71,847   | (4.66%)   |
| 068           | Orange County Public Schools         | 77,718   | 73,867   | (4.95%)   | 77,021   | 4.27%   |
| 069           | Page County Public Schools           | 69,802   | 70,298   | 0.71%   | 68,302   | (2.84%)   |
| 070           | Patrick County Public Schools        | 64,855   | 65,950   | 1.69%   | 64,525   | (2.16%)   |
| 071           | Pittsylvania County Public Schools   | 64,568   | 64,784   | 0.33%   | 65,865   | 1.67%   |
| 072           | Powhatan County Public Schools       | 86,223   | 79,643   | (7.63%)   | 95,125   | 19.44%  |
| 073           | Prince Edward County Public Schools  | 69,393   | 63,504   | (8.49%)   | 71,373   | 12.39%  |
| 074           | Prince George County Public Schools  | 57,950   | 58,835   | 1.53%   | 65,939   | 12.07%  |
| 075           | Prince William County Public Schools | 92,564   | 94,780   | 2.39%   | 102,781  | 8.44%   |
| 077           | Pulaski County Public Schools        | 58,039   | 61,660   | 6.24%   | 63,260   | 2.59%   |
| 078           | Rappahannock County Public Schools   | 70,866   | 71,646   | 1.10%   | 74,668   | 4.22%   |
| 079           | Richmond County Public Schools       | 66,651   | 65,995   | (0.98%)   | 67,593   | 2.42%   |
| 080           | Roanoke County Public Schools        | 72,702   | 71,522   | (1.62%)   | 71,165   | (0.50%)   |
| 081           | Rockbridge County Public Schools     | 65,642   | 67,081   | 2.19%   | 74,000   | 10.31%  |
| 082           | Rockingham County Public Schools     | 72,552   | 74,312   | 2.43%   | 76,000   | 2.27%   |
| 083           | Russell County Public Schools        | 59,851   | 56,359   | (5.84%)   | 57,569   | 2.15%   |
| 084           | Scott County Public Schools          | 66,547   | 67,592   | 1.57%   | 69,052   | 2.16%   |
| 085           | Shenandoah County Public Schools     | 79,877   | 80,002   | 0.16%   | 83,920   | 4.90%   |
| 086           | Smyth County Public Schools          | 71,369   | 71,178   | (0.27%)   | 72,614   | 2.02%   |
| 087           | Southampton County Public Schools    | 65,130   | 64,208   | (1.42%)   | 65,587   | 2.15%   |
| 088           | Spotsylvania County Public Schools   | 88,825   | 88,530   | (0.33%)   | 91,667   | 3.54%   |
| 089           | Stafford County Public Schools       | 87,756   | 89,638   | 2.14%   | 92,489   | 3.18%   |
| 090           | Surry County Public Schools          | 62,358   | 68,466   | 9.80%   | 68,125   | (0.50%)   |
| 091           | Sussex County Public Schools         | 76,495   | 74,989   | (1.97%)   | 75,739   | 1.00%   |
| 092           | Tazewell County Public Schools       | 51,749   | 58,420   | 12.89%  | 66,636   | 14.07%  |
| 093           | Warren County Public Schools         | 76,198   | 77,824   | 2.13%   | 80,239   | 3.10%   |
| 094           | Washington County Public Schools     | 74,967   | 72,123   | (3.79%)   | 72,565   | 0.61%   |
| 095           | Westmoreland County Public Schools   | 62,183   | 61,447   | (1.18%)   | 60,782   | (1.08%)   |
| 096           | Wise County Public Schools           | 49,474   | 45,560   | (7.91%)   | 53,571   | 17.58%  |
| 097           | Wythe County Public Schools          | 73,346   | 70,831   | (3.43%)   | 69,626   | (1.70%)   |
| 098           | York County Public Schools           | 72,567   | 74,211   | 2.27%   | 79,563   | 7.21%   |
| <b>Cities</b> |                                      |  |  |   |  |   |
| 101           | Alexandria City Public Schools       | 105,552  | 108,175  | 2.49%   | 111,204  | 2.80%   |
| 102           | Bristol City Public Schools          | 79,696   | 66,827   | (16.15%)  | 78,860   | 18.01%  |
| 103           | Buena Vista City Public Schools      | 68,784   | 69,740   | 1.39%   | 61,138   | (12.33%)  |
| 104           | Charlottesville City Public Schools  | 72,500   | 75,325   | 3.90%   | 72,030   | (4.38%)   |
| 106           | Colonial Heights City Public Schools | 78,716   | 79,403   | 0.87%   | 82,060   | 3.35%   |
| 107           | Covington City Public Schools        | 65,531   | 70,446   | 7.50%   | 76,563   | 8.68%   |
| 108           | Danville City Public Schools         | 67,271   | 75,175   | 11.75%  | 78,744   | 4.75%   |
| 109           | Falls Church City Public Schools     | 98,459   | 97,544   | (0.93%)   | 100,315  | 2.84%   |
| 110           | Fredericksburg City Public Schools   | 97,026   | 94,044   | (3.07%)   | 99,582   | 5.89%   |
| 111           | Galax City Public Schools            | 65,548   | 61,147   | (6.71%)   | 70,962   | 16.05%  |
| 112           | Hampton City Public Schools          | 66,362   | 69,741   | 5.09%   | 73,762   | 5.77%   |
| 113           | Harrisonburg City Public Schools     | 70,930   | 70,124   | (1.14%)   | 72,048   | 2.74%   |
| 114           | Hopewell City Public Schools         | 73,028   | 63,972   | (12.40%)  | 74,591   | 16.60%  |
| 115           | Lynchburg City Public Schools        | 66,610   | 67,604   | 1.49%   | 63,055   | (6.73%)   |
| 116           | Martinsville City Public Schools     | 65,508   | 63,746   | (2.69%)   | 65,021   | 2.00%   |
| 117           | Newport News City Public Schools     | 75,276   | 74,747   | (0.70%)   | 76,011   | 1.69%   |
| 118           | Norfolk City Public Schools          | 70,946   | 71,040   | 0.13%   | 70,400   | (0.90%)   |
| 119           | Norton City Public Schools           | 57,358   | 55,251   | (3.67%)   | 54,317   | (1.69%)   |

**Virginia Department of Education  
2018-2019 Salary Survey - Assistant Principals**

| Division                                   | Name   | FY 2017<br>Actual Average<br>Assistant<br>Principal Salary | FY 2018<br>Actual Average<br>Assistant<br>Principal Salary | FY 2017 to<br>FY 2018<br>Percent<br>Increase/<br>(Decrease) | FY 2019<br>Budgeted Average<br>Assistant Principal<br>Salary | FY 2018 to<br>FY 2019<br>Percent<br>Increase/<br>(Decrease) |
|--|--|--|--|---|--|---|
| 120  | Petersburg City Public Schools                 | 68,709   | 74,563   | 8.52%   | 73,774   | (1.06%)   |
| 121  | Portsmouth City Public Schools                 | 76,330   | 74,021   | (3.03%)   | 79,799   | 7.81%   |
| 122  | Radford City Public Schools                    | 66,351   | 69,873   | 5.31%   | 71,619   | 2.50%   |
| 123  | Richmond City Public Schools                   | 70,796   | 75,530   | 6.69%   | 76,491   | 1.27%   |
| 124  | Roanoke City Public Schools                    | 60,741   | 61,879   | 1.87%   | 64,628   | 4.44%   |
| 126  | Staunton City Public Schools                   | 69,660   | 71,983   | 3.34%   | 73,602   | 2.25%   |
| 127  | Suffolk City Public Schools                    | 72,321   | 75,687   | 4.65%   | 77,104   | 1.87%   |
| 128  | Virginia Beach City Public Schools             | 76,964   | 77,746   | 1.02%   | 83,563   | 7.48%   |
| 130  | Waynesboro City Public Schools                 | 71,528   | 70,007   | (2.13%)   | 70,324   | 0.45%   |
| 131  | Williamsburg Public Schools <sup>1</sup>       | 57,210   | 59,624   | 4.22%   | 58,926   | (1.17%)   |
| 132  | Winchester City Public Schools                 | 75,803   | 91,118   | 20.20%  | 98,543   | 8.15%   |
| 135  | Franklin City Public Schools                   | 61,583   | 53,784   | (12.66%)  | 53,367   | (0.77%)   |
| 136  | Chesapeake City Public Schools                 | 79,433   | 81,443   | 2.53%   | 82,251   | 0.99%   |
| 137  | Lexington City Public Schools                  | -  | -  | -   | -  | -   |
| 139  | Salem City Public Schools                      | 76,771   | 75,197   | (2.05%)   | 74,359   | (1.11%)   |
| 142  | Poquoson City Public Schools                   | 68,599   | 69,791   | 1.74%   | 71,181   | 1.99%   |
| 143  | Manassas City Public Schools                   | 98,387   | 95,619   | (2.81%)   | 101,081  | 5.71%   |
| 144  | Manassas Park City Public Schools              | 93,842   | 91,878   | (2.09%)   | 97,778   | 6.42%   |
| <b>Towns</b>                               |  |  |  |   |  |   |
| 202  | Colonial Beach Public Schools                  | -  | -  | -   | -  | -   |
| 207  | West Point Public Schools                      | 74,329   | 75,072   | 1.00%   | 69,907   | (6.88%)   |
| <b>Average for School Divisions*:</b>      |  | <b>81,903</b>  | <b>81,874</b>  | <b>(0.04%)</b>  | <b>84,827</b>  | <b>3.61%</b>  |
| <b>Governor's Schools</b>                  |  |  |  |   |  |   |
| 260  | Central Virginia Governor's School             | -  | -  | -   | -  | -   |
| 261  | Southwest Virginia Governor's School           | -  | -  | -   | -  | -   |
| 262  | Governor's School For The Arts                 | 84,222   | 85,906   | 2.00%   | 87,913   | 2.34%   |
| 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             | 114,277  | 91,050   | (20.33%)  | 92,839   | 1.96%   |
| 272  | Thomas Jefferson High School                   | 111,636  | 121,387  | 8.73%   | 126,581  | 4.28%   |
| 273  | Blue Ridge Governor's School                   | -  | -  | -   | -  | -   |
| 274  | Jackson River Governor's School                | -  | -  | -   | -  | -   |
| 275  | Massanutten Governor's School                  | -  | -  | -   | -  | -   |
| 276  | Piedmont Governor's School                     | -  | -  | -   | -  | -   |
| 277  | Mountain Vista Governor's School               | -  | -  | -   | -  | -   |
| 278  | Governor's School at Innovation Park           | -  | -  | -   | -  | -   |
| <b>Average for Governor's Schools*:</b>    |  | <b>108,008</b>   | <b>105,361</b>   | <b>(2.45%)</b>  | <b>108,889</b>   | <b>3.35%</b>  |
| <b>Special Education Regional Programs</b> |  |  |  |   |  |   |
| 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        | 76,259   | 78,284   | 2.66%   | 80,047   | 2.25%   |
| 285  | Peninsula Area Cooperative Education Services  | -  | -  | -   | -  | -   |
| 286  | Piedmont Regional Education Program            | -  | 78,735   | -   | 86,426   | 9.77%   |
| 287  | Shenandoah Valley Regional Program             | -  | -  | -   | -  | -   |
| 288  | Southeastern Cooperative Educational Program   | 75,600   | 75,833   | 0.31%   | 76,067   | 0.31%   |
| 290  | N. Virginia Regional Special Education Program | 94,779   | 96,876   | 2.21%   | 96,876   | 0.00%   |



**Virginia Department of Education  
2018-2019 Salary Survey - Assistant Principals**

| Division   | Name  | FY 2017<br>Actual Average<br>Assistant<br>Principal Salary | FY 2018<br>Actual Average<br>Assistant<br>Principal Salary | FY 2017 to<br>FY 2018<br>Percent<br>Increase/<br>(Decrease) | FY 2019<br>Budgeted Average<br>Assistant Principal<br>Salary | FY 2018 to<br>FY 2019<br>Percent<br>Increase/<br>(Decrease) |
|--|---|--|--|---|--|---|
| 292  | Henry Co/Martinsville Regional Program                | -  | -  |   | -  |   |
| 299  | Roanoke Valley Regional Board                         | -  | -  |   | -  |   |
| <b>Average for Special Education Programs*:</b>              |   | <b>84,002</b>  | <b>83,944</b>  | <b>(0.07%)</b>  | <b>84,819</b>  | <b>1.04%</b>  |
| <b>Career and Technical Education Regional Programs</b>      |   |  |  |   |  |   |
| 301  | Charlottesville-Albemarle Vocational-Technical        | 89,474   | 91,263   | 2.00%   | 93,728   | 2.70%   |
| 302  | Jackson River Technical Center                        | -  | -  |   | -  |   |
| 304  | Massanutten Technical Center                          | 75,210   | 76,714   | 2.00%   | 78,333   | 2.11%   |
| 306  | Valley Vocational-Technical Center                    | 70,263   | 71,669   | 2.00%   | 73,819   | 3.00%   |
| 307  | New Horizons Regional Education Center                | 68,188   | 69,512   | 1.94%   | 65,201   | (6.20%)   |
| 308  | P. D. Pruden Vocational-Technical Center <sup>5</sup> | 75,816   |  |   |  |   |
| 309  | Rowanty Vocational-Technical Center                   | -  | -  |   | -  |   |
| 310  | Northern Neck Vocational-Technical Center             | 68,830   | 69,862   | 1.50%   | 71,260   | 2.00%   |
| 311  | Amelia-Nottoway Vocational-Technical Center           | -  | -  |   | -  |   |
| 313  | Bridging Communities Career and Technical Center      | -  | -  |   | -  |   |
| <b>Average for Career and Technical Education Programs*:</b> |   | <b>74,594</b>  | <b>75,892</b>  | <b>1.74%</b>  | <b>75,576</b>  | <b>(0.42%)</b>  |

**Virginia Department of Education  
2018-2019 Salary Survey - Assistant Principals**

| Division | Name | FY 2017<br>Actual Average<br>Assistant<br>Principal Salary | FY 2018<br>Actual Average<br>Assistant<br>Principal Salary | FY 2017 to<br>FY 2018<br>Percent<br>Increase/<br>(Decrease) | FY 2019<br>Budgeted Average<br>Assistant Principal<br>Salary | FY 2018 to<br>FY 2019<br>Percent<br>Increase/<br>(Decrease) |
|----------|------|--|--|---|--|---|
|----------|------|--|--|---|--|---|

**Regional Alternative Education Programs**

|  |   |               |               |                |               |               |
|--|---|---------------|---------------|----------------|---------------|---------------|
| 401  | Lynchburg City Secondary Alternative              | -             | -             |                | -             |               |
| 402  | Enterprise Academy/Newport News City              | 83,258        | 84,923        | 2.00%          | 88,320        | 4.00%         |
| 403  | Tidewater Regional Alternative Education          | -             | 69,970        |                | 71,500        | 2.19%         |
| 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              | -             | -             |                | -             |               |
| 416  | New Dominion/Prince William Co                    | 72,123        | 78,762        | 9.21%          | 107,280       | 36.21%        |
| 417  | Project Bridge/Russell Co                         | -             | -             |                | -             |               |
| 418  | Regional Alternative/Wythe Co                     | -             | -             |                | -             |               |
| 420  | Piedmont Alternative School                       | -             | -             |                | -             |               |
| 421  | Northern Neck Regional Alternative Education      | 68,830        | 69,862        | 1.50%          | 71,260        | 2.00%         |
| 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       | 88,709        | 88,545        | (0.18%)        | 91,176        | 2.97%         |
| 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>72,881</b> | <b>79,264</b> | <b>8.76%</b>   | <b>88,884</b> | <b>12.14%</b> |
| <b>Statewide Average<sup>4</sup>:</b>                          |   | <b>81,942</b> | <b>81,908</b> | <b>(0.04%)</b> | <b>84,858</b> | <b>3.60%</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.

<sup>5</sup> P.D. Pruden Vocational-Technical Center is no longer a Career and Technical Regional Program as of FY18.

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

**Virginia Department of Education  
2018-2019 Salary Survey**

**Local Actions to Improve Classroom Teacher Salaries in Fiscal Year 2019**

*(As reported by school divisions on the 2017-2018 Annual School Report - narrative not edited by VDOE for content or format)*

| Division                | Name                                 | Reported Local Action to Improve Classroom Teacher Salaries in FY 2019  |
|-------------------------|--------------------------------------|---|
| <b>School Divisions</b> |                                      |   |
| <b>Counties</b>         |                                      |   |
| 001                     | Accomack County Public Schools       | Teachers were given a step increase averaging 1.74% plus a 1.26% cost of living increase for a total  |
| 002                     | Albemarle County Public Schools      | Between ~2.0% - 4.5% with step and scale  |
| 003                     | Alleghany County Public Schools      | Teachers were provided with a step increase plus 1% for approximately a 2.04% average increase.   |
| 004                     | Amelia County Public Schools         | Teachers received a 1.5% increase over FY18 salary.   |
| 005                     | Amherst County Public Schools        | A 1% salary increase for all teachers for the 2018-2019 school year.  |
| 006                     | Appomattox County Public Schools     | We gave all employees a 3% pay increase for 2018 - 2019.  |
| 007                     | Arlington County Public Schools      | Step increases were given for all eligible employees.   |
| 008                     | Augusta County Public Schools        | An average 3% increase in salary was given to each employee for the 2018-2019 school year.  |
| 009                     | Bath County Public Schools           | No action taken to improve teacher's salaries   |
| 010                     | Bedford County Public Schools        | Salary step increase.   |
| 011                     | Bland County Public Schools          | Salary Step Increases   |
| 012                     | Botetourt County Public Schools      | For FY 19, eligible personnel received a salary step increase (2% average) with an additional salary step correction increase (2%) for those eligible.  |
| 013                     | Brunswick County Public Schools      | 2-step Increase   |
| 014                     | Buchanan County Public Schools       | A step increase which is equivalent to 2% was given to teacher's salaries   |
| 015                     | Buckingham County Public Schools     | 2% & STEP INCREASE  |
| 016                     | Campbell County Public Schools       | 2% cost of living increase  |
| 017                     | Caroline County Public Schools       | Completed a compensation study and are starting to phase it in. Teachers on average received a 2.8% increase and starting salary is \$40,500 for bachelor degree step 0.  |
| 018                     | Carroll County Public Schools        | Step increase given to all personnel  |
| 019                     | Charles City County Public Schools   | Budgeted a 2% salary increase.  |
| 020                     | Charlotte County Public Schools      | No action taken to improve teacher's salaries   |
| 021                     | Chesterfield County Public Schools   | 2% salary increase was provided   |
| 022                     | Clarke County Public Schools         | Average 3% pay increase   |
| 023                     | Craig County Public Schools          | Increased beginning teacher salary by \$2,500. All steps increased. Teachers received a two step increase as well as the increase to the steps.   |
| 024                     | Culpeper County Public Schools       | Salary step increase and 2% added to starting salary.   |
| 025                     | Cumberland County Public Schools     | The beginning steps 0-5 were increased to attract incoming teachers.  |
| 026                     | Dickenson County Public Schools      | No action taken to improve teacher's salaries   |
| 027                     | Dinwiddie County Public Schools      | The teacher salary scale was increased by \$500 on the starting salary and comensurate throughout. Teachers were given a step increase also. This resulted in approximately 2% increase for all teachers.         |
| 028                     | Essex County Public Schools          | Teachers received an average of 2 % increase in salaries  |
| 029                     | Fairfax County Public Schools1       | 1) Funding of \$53.1 million was included in the FY 2019 Budget to continue to accelerate and enhance the teacher scale and move closer to the market average.<br>2) Step increases averaging 2.52% for teachers, |
| 030                     | Fauquier County Public Schools       | 3% across the board   |
| 031                     | Floyd County Public Schools          | Conducted a teacher salary maketability study of 12 local school divions. Adjusted Floyd Co Schols teacher salaries to be 5th or better out of the 12 school divions at benchmark years 5, 10, 15, 20, 25 and 30. |
| 032                     | Fluvanna County Public Schools       | No action taken to improve teacher's salaries   |
| 033                     | Franklin County Public Schools       | A step increase was provided to all employees at the beginning of the contract year. In addition, all employees at the top of the salary scale are to be paid a 1% bonus on or about October 15, 2018.            |
| 034                     | Frederick County Public Schools      | All pay groups received an average 2.5% increase and certain pay groups received targeted enhancements based on local market comparisons.   |
| 035                     | Giles County Public Schools          | No action taken to improve teacher's salaries   |
| 036                     | Gloucester County Public Schools     | The teacher salary scale was adjusted for FY19 to become more competitive with our region. Teachers received a salary increase ranging from 5.25% to 13.34% for FY19.   |
| 037                     | Goochland County Public Schools      | All teacher salaries increased 2% (combination of 1 step and merit/COLA adjustment)   |
| 038                     | Grayson County Public Schools        | Teacher's received a salary step increase. It was an average of about 1-2% raises.  |
| 039                     | Greene County Public Schools         | 3% across the board raise for all employees   |
| 040                     | Greensville County Public Schools2   | Classroom room teachers salaries were adjusted according to their years of experience. The adjustment was made with step increases  |
| 041                     | Halifax County Public Schools        | No action taken to improve teacher's salaries   |
| 042                     | Hanover County Public Schools        | 2% cost of living adjustment  |
| 043                     | Henrico County Public Schools        | 3.00 % increase given across the board effective July 1, 2018   |
| 044                     | Henry County Public Schools          | Full-time teachers' scale adjusted 1% and a two-step increase was applied.  |
| 045                     | Highland County Public Schools       | No action taken to improve teacher's salaries   |
| 046                     | Isle Of Wight County Public Schools  | No action taken to improve teacher's salaries   |
| 048                     | King George County Public Schools    | Salary Step increase plus Cola of 1.016%  |
| 049                     | King And Queen County Public Schools | 1% teacher salary increase  |
| 050                     | King William County Public Schools   | No action taken to improve teacher's salaries   |

**Virginia Department of Education  
2018-2019 Salary Survey**

**Local Actions to Improve Classroom Teacher Salaries in Fiscal Year 2019**

*(As reported by school divisions on the 2017-2018 Annual School Report - narrative not edited by VDOE for content or format)*

| Division      | Name                                 | Reported Local Action to Improve Classroom Teacher Salaries in FY 2019   |
|---------------|--------------------------------------|--|
| 051           | Lancaster County Public Schools      | Will provide cost of living increase plus a step increase. Total increase 5.5%   |
| 052           | Lee County Public Schools            | No action taken to improve teacher's salaries  |
| 053           | Loudoun County Public Schools        | The next phase of a salary restructure impacting all salary levels for teachers was adopted for FY19.  |
| 054           | Louisa County Public Schools         | We have provided a step and average 3% increase  |
| 055           | Lunenburg County Public Schools      | Teachers received a 2 step salary increase or roughly a 2% raise.  |
| 056           | Madison County Public Schools        | Average 2% increase.   |
| 057           | Mathews County Public Schools        | place on correct step  |
| 058           | Mecklenburg County Public Schools    | No action taken to improve teacher's salaries  |
| 059           | Middlesex County Public Schools      | Salary Step Increase and 7% increase to Salary Scales.   |
| 060           | Montgomery County Public Schools     | A 1.5% average raise was given to all employees.   |
| 062           | Nelson County Public Schools         | 2% Cost of Living Adjustment to all Salary Scales  |
| 063           | New Kent County Public Schools       | Approximate 3% Raise   |
| 065           | Northampton County Public Schools    | 4% Raise for Teachers based on salary at Midpoint of Scale - all teachers got the same dollar amount of money. Actual increases varied from 3-5%.  |
| 066           | Northumberland County Public Schools | 3.5% INCREASE (INCLUDES STEP)  |
| 067           | Nottoway County Public Schools       | 1% raise and a step increase were given where applicable.  |
| 068           | Orange County Public Schools         | Teacher salary scale was adjusted with a significant increase in starting salaries.  |
| 069           | Page County Public Schools           | 2% SALARY INCREASE FOR ALL TEACHER IN 2019   |
| 070           | Patrick County Public Schools        | No action taken to improve teacher's salaries  |
| 071           | Pittsylvania County Public Schools   | A step increase was provided to all employees.   |
| 072           | Powhatan County Public Schools       | All employees received a minimum of a 2% increase and then received a targeted adjustment of up to 3% for a 5% maximum increase. The targeted adjustments were based upon a salary study for Region 1 districts and the target is the median for Region 1. |
| 073           | Prince Edward County Public Schools  | All contractual employees received a 2% salary increase effective 2-1-18. All teachers received an additional 2% salary adjustment for the 2018-2019 contractual salary.   |
| 074           | Prince George County Public Schools  | Salary Study implemented with increase from 1.75% to 3.75%.  |
| 075           | Prince William County Public Schools | The school division has approved a full-step increase for all eligible employees (average 2.7 percent pay increase).   |
| 077           | Pulaski County Public Schools        | Step Increase  |
| 078           | Rappahannock County Public Schools   | 2% increase  |
| 079           | Richmond County Public Schools       | Step plus 1.5% increase for teachers, 2% increase for administrators   |
| 080           | Roanoke County Public Schools        | Teachers will receive a 1-step increase, which is 1.5%. The teacher scale will be shifted up by 1%. All teachers over the last scale will receive a 1% stipend increase in salary.   |
| 081           | Rockbridge County Public Schools     | Conducted salary survey and changed teacher salary scale to place our teachers in the middle of surrounding districts. On average our teachers were given a 5% raise for FY19.   |
| 082           | Rockingham County Public Schools     | Will provide salary step increase for all employees, resulting in an approximately 1% increase.  |
| 083           | Russell County Public Schools        | Employees will receive a 2% increase on their base salary.   |
| 084           | Scott County Public Schools          | Step increase for those that were eligible. 1.5% increase for all.   |
| 085           | Shenandoah County Public Schools     | SALARY INCREASE  |
| 086           | Smyth County Public Schools          | 2% raise for all employees   |
| 087           | Southampton County Public Schools    | Teachers received a salary step increase. Teacher scale was increased by 2%. Average annual increase is 3.04%.   |
| 088           | Spotsylvania County Public Schools   | SCPS participated in a joint salary survey in conjunction with our County Government. The study found substantial adjustments where needed and FY19 is the first of three years of implementation of this study.   |
| 089           | Stafford County Public Schools       | Market-based scale enhancement for teachers \$1.84M (0-12 years of experience). Across the board 2.5% salary increase  |
| 090           | Surry County Public Schools          | All staff received a 1% salary increase.   |
| 091           | Sussex County Public Schools         | 1% C.O.L.A.  |
| 092           | Tazewell County Public Schools       | Salary Step Increase for all teachers who are not at the top of the pay scale.   |
| 093           | Warren County Public Schools         | 2% for entire year plus step for one-half of the year for those eligible (approximately half of employees).  |
| 094           | Washington County Public Schools     | Step Increase and Salary Scale Compression   |
| 095           | Westmoreland County Public Schools   | Teachers received a salary step increase. There is a 1.5 percent increase between steps  |
| 096           | Wise County Public Schools           | salary increases average 5%  |
| 097           | Wythe County Public Schools          | STEP INCREASE PLUS \$200   |
| 098           | York County Public Schools           | For FY19, provided a step increase for all eligible classroom teachers which equated to an average of 1.5%. Also provided all classroom teachers a 0.5% market adjustment and a restored step for all eligible classroom teachers averaging 1%.            |
| <b>Cities</b> |                                      |  |
| 101           | Alexandria City Public Schools       | Provided a Salary Step Increase to all teachers - equivalent to an average improvement of 2.63%.   |
| 102           | Bristol City Public Schools          | A 1% Plus Step Increase was provided to all staff.   |
| 103           | Buena Vista City Public Schools      | No action taken to improve teacher's salaries  |
| 104           | Charlottesville City Public Schools  | Move eligible teachers up one step plus 2.75% - average increase 4%  |
| 106           | Colonial Heights City Public Schools | In FY 2019, a salary step increase (min. avg. approx. 2%) was given to adjust teacher salaries.  |
| 107           | Covington City Public Schools        | DIVISION WIDE SALARY REALIGNMENT   |
| 108           | Danville City Public Schools         | Division is implementing a new indexed teacher salary schedule which yields an average increase of 12% per teacher   |
| 109           | Falls Church City Public Schools     | Budget included a 3% COLA.   |

**Virginia Department of Education  
2018-2019 Salary Survey**

**Local Actions to Improve Classroom Teacher Salaries in Fiscal Year 2019**

*(As reported by school divisions on the 2017-2018 Annual School Report - narrative not edited by VDOE for content or format)*

| Division                  | Name                                    | Reported Local Action to Improve Classroom Teacher Salaries in FY 2019   |
|---------------------------|---|--|
| 110                       | Fredericksburg City Public Schools      | Flat 2% increase for all staff   |
| 111                       | Galax City Public Schools               | 2% salary increase   |
| 112                       | Hampton City Public Schools             | Adjustments were made to the teacher salary scale to remain competitive amongst our surrounding divisions. A 2% salary increase was also given.  |
| 113                       | Harrisonburg City Public Schools        | 2.5% COLA  |
| 114                       | Hopewell City Public Schools            | Salary increase and scale adjustment   |
| 115                       | Lynchburg City Public Schools           | No action taken to improve teacher's salaries  |
| 116                       | Martinsville City Public Schools        | A 2% raise was given.  |
| 117                       | Newport News City Public Schools        | A 100% percent across the board pay increase was provided. However, due to employee reductions and turnover, replacement teachers are likely to have less experience than those that are leaving and will be hired on a lower step. Thus the average pay increase for 2019-20 will likely be in the 2.75% to 3.3% range for employees with appropriate experience. |
| 118                       | Norfolk City Public Schools             | Phase II of a new 30-step payscale was implemented, which resulted in a pay increase averaging 3.3%.   |
| 119                       | Norton City Public Schools              | We are provide a salary step increase in the next fiscal year budget.  |
| 120                       | Petersburg City Public Schools          | All full-time staff received a 2% pay increase   |
| 121                       | Portsmouth City Public Schools          | A 2% cost of living increase was given to all employees.   |
| 122                       | Radford City Public Schools             | Teacher were given a step raise plus 2.5 %   |
| 123                       | Richmond City Public Schools            | 2% SALARY INCREASE   |
| 124                       | Roanoke City Public Schools             | step increases were given during the year  |
| 126                       | Staunton City Public Schools            | 3% RAISES WILL BE GIVEN IN OCTOBER OF 2018.  |
| 127                       | Suffolk City Public Schools             | \$3,000 salary increase for each teacher.  |
| 128                       | Virginia Beach City Public Schools      | Cost of Living of 1.9%, step increase of .5% for employees with 1-30 years of creditable experience.   |
| 130                       | Waynesboro City Public Schools          | A 2% average salary increase will be given for the last 9 months of the fiscal year.   |
| 131                       | Williamsburg Public Schools3            | We have adjusted our scales by \$1,500 and provided a step increase, as well as a 1.5% salary increase to equate to an average 3% increase.  |
| 132                       | Winchester City Public Schools          | Teachers will receive a 2% cost of living increase. The FY19 budget also secured 2 year funding for a cost to compete model.   |
| 135                       | Franklin City Public Schools            | No action taken to improve teacher's salaries  |
| 136                       | Chesapeake City Public Schools          | Raise of 2.5%  |
| 137                       | Lexington City Public Schools           | 3% Increase  |
| 139                       | Salem City Public Schools               | Teacher salaries continued to be adjusted based on a salary scale study performed by an outside consultant. Our teacher scale was improved and the average teacher raise was 2.59%   |
| 142                       | Poquoson City Public Schools            | In the FY 2019 budget, teachers receive a step increase plus a 2% increase. This makes the average increase for teachers of 3.51%.   |
| 143                       | Manassas City Public Schools            | Change in salary scale to be competitive with surrounding school jurisdictions plus salary step increase. Average teacher salary increase 8.6%.  |
| 144                       | Manassas Park City Public Schools       | Percentage increase on midpoing plus loyalty increase.   |
| <b>Towns</b>              |   |  |
| 202                       | Colonial Beach Public Schools           | Annual Step Increase   |
| 207                       | West Point Public Schools               | West Point Public Schools provided a 3% salary increase plus step for classroom teachers.  |
| <b>Governor's Schools</b> |   |  |
| 260                       | Central Virginia Governor's School      | No contract increase - FT employees received a \$500 bonus and PT received a \$250 bonus   |
| 261                       | Southwest Virginia Governor's School    | A 2% across the board salary increase for teachers were given for FY2019   |
| 262                       | Governor's School For The Arts          | Will provide, on average, a 3.3% salary step increase.   |
| 263                       | Roanoke Valley Governor's School        | Step increase of 2% cost of living increase  |
| 264                       | New Horizons Governor's School          | 4% salary increase   |
| 265                       | Shenandoah Valley Governor's School     | An average 3% increase in salary was given to each employee for the 2018-2019 school year.   |
| 266                       | Governor's School Global Economics/Tech | No action taken to improve teacher's salaries  |
| 267                       | Appomattox Regional Governor's School   | 2% INCREASE IN EMPLOYEES' SALARIES FOR FY19 PLANNED.   |
| 268                       | A. Linwood Holton Governor's School     | No action taken to improve teacher's salaries  |
| 269                       | Chesapeake Bay Governor's School        | Salary Step Increase (1.5%)  |
| 270                       | Commonwealth Governor's School          | 4% Increase  |
| 271                       | Maggie L. Walker Governor's School      | Cost of living increase  |
| 272                       | Thomas Jefferson High School            | 1) Funding of \$53.1 million was included in the FY 2019 Budget to continue to accelerate and enhance the teacher scale and move closer to the market average.<br>2) Step increases averaging 2.52% for teachers.  |
| 273                       | Blue Ridge Governor's School            | No action taken to improve teacher's salaries  |
| 274                       | Jackson River Governor's School         | No action taken to improve teacher's salaries  |
| 275                       | Massanutten Governor's School           | SALARY INCREASE  |
| 276                       | Piedmont Governor's School              | No action taken to improve teacher's salaries  |
| 277                       | Mountain Vista Governor's School        | 3% across the board  |
| 278                       | Governor's School at Innovation Park    | The school division has approved a full-step increase for all eligible employees (average 2.7 percent pay increase).   |

**Virginia Department of Education  
2018-2019 Salary Survey**

**Local Actions to Improve Classroom Teacher Salaries in Fiscal Year 2019**

*(As reported by school divisions on the 2017-2018 Annual School Report - narrative not edited by VDOE for content or format)*

| Division  | Name  | Reported Local Action to Improve Classroom Teacher Salaries In FY 2019  |
|---|---|---|
| <b>Special Education Regional Programs</b>              |   |   |
| 280   | Cooperative Centers For Exceptional Children      | Step and 1% increase for staff  |
| 281   | Middle Peninsula Special Education Program        | The teacher salary scale for FY19 was adjusted. Teachers will receive salary increases ranging 5.25% - 13.24%.  |
| 282   | Laurel Regional Special Education Center          | No pay scale adjustment - Bonus of \$500 for full time, \$250 for PT employees  |
| 283   | Northern Neck Special Education Program           | For FY2019, NNRSEP Teachers received a one step plus 1% salary increase.  |
| 284   | Northwestern Regional Education Program           | All pay groups received an average 2.5% increase while certain pay groups received a targeted enhancement based on the local market comparisons.  |
| 285   | Peninsula Area Cooperative Education Services     | 4% salary increase  |
| 286   | Piedmont Regional Education Program               | No action taken to improve teacher's salaries   |
| 287   | Shenandoah Valley Regional Program                | It depends on the participating localities.   |
| 288   | Southeastern Cooperative Educational Program      | Approx. 2% pay raise  |
| 290   | N. Virginia Regional Special Education Program    | Increased Salaries by an average of 2.7%  |
| 292   | Henry Co/Martinsville Regional Program            | FULL-TIME TEACHERS' SCALE ADJUSTED 1% AND A TWO-STEP INCREASE WAS APPLIED.  |
| 299   | Roanoke Valley Regional Board                     | No action taken to improve teacher's salaries   |
| <b>Career and Technical Education Regional Programs</b> |   |   |
| 301   | Charlottesville-Albemarle Vocational-Technical    | Salary step increase - average 3% increase  |
| 302   | Jackson River Technical Center                    | No action taken to improve teacher's salaries   |
| 304   | Massanutten Technical Center                      | We gave a step on the scale   |
| 306   | Valley Vocational-Technical Center                | Provided Step increase. Average salary increase will be approximately 3%.   |
| 307   | New Horizons Regional Education Center            | 4% salary increase  |
| 308   | P. D. Pruden Vocational-Technical Center          | #N/A  |
| 309   | Rowanty Vocational-Technical Center               | 2% increase in pay  |
| 310   | Northern Neck Vocational-Technical Center         | 2% salary increase  |
| 311   | Amelia-Nottoway Vocational-Technical Center       | 1% RAISE AND STEP INCREASE  |
| 313   | Bridging Communities Career and Technical Center  | 3% increase   |
| <b>Regional Alternative Education Programs</b>          |   |   |
| 401   | Lynchburg City Secondary Alternative              | No salary increase - one time bonus for FT \$500 and PT \$250   |
| 402   | Enterprise Academy/Newport News City              | An across-the-board 4% pay increase was provided for FY2019.  |
| 403   | Tidewater Regional Alternative Education          | Approx. 2% cost of living raise   |
| 404   | Regional Alternative Plus Self Project/Roanoke    | Employees were given a step increase during the year.   |
| 405   | Transition Support Resource Center/Fairfax        | 1) Funding of \$53.1 million was included in the FY 2019 Budget to continue to accelerate and enhance the teacher scale and move closer to the market average.<br>2) Step increases averaging 2.52% for teachers. |
| 406   | Project Return/Fluvanna County                    | No action taken to improve teacher's salaries   |
| 407   | Behav Disord Youth/Montgomery                     | An average of 1.5% will be given as a raise to all employees.   |
| 408   | Petersburg Regional Alternative                   | Will provide COL and merit increase ranging 1.5 to 3%   |
| 409   | Regional Alternative/Pittsylvania Co              | Salary step increase and added half time teacher.   |
| 410   | Project Return/Powhatan Co                        | All employees received a 2% increase and then a targeted increase of up to 3% for a maximum of 5%. Target was to reach median for Region 1 school divisions.  |
| 411   | Crossroads Alternative/Bristol City               | Step plus 1% salary increase  |
| 412   | Metro Richmond Alternative Ed                     | Teacher salaries were adjusted by the cost of living and some merit increases.  |
| 413   | Regional Alternative Ed/Stafford Co               | Cost of Living adjustment and pay scale adjustment  |
| 414   | Southside L.I.N.K. Project/Brunswick Co           | 2 Step Salary Increase  |
| 415   | Regional Alternative Ed/King William              | No action taken to improve teacher's salaries   |
| 416   | New Dominion/Prince William Co                    | The school division has approved a full-step increase for all eligible employees (average 2.7 percent pay increase).  |
| 417   | Project Bridge/Russell Co                         | Full-time employees will receive a 2% raise on their base salary.   |
| 418   | Regional Alternative/Wythe Co                     | Salary Step Increase plus \$200   |
| 420   | Piedmont Alternative School                       | 1% pay raise and step increase  |
| 421   | Northern Neck Regional Alternative Education      | Classroom teachers received a 2% salary increase. We did also budget for an additional teaching position as Northumberland County is returning to the Alternative Education Program                               |
| 422   | Shenandoah Valley Reg Alternative Ed/Genesis      | Increase will be one step and a cost of living increase. Total increase will net to 3% over the prior year starting in October of fiscal year 2019.   |
| 423   | Breaking Barriers Alternative Ed/Henry Co         | Full-time teachers' scale adjusted 1% and a two-step increase was applied.  |
| 424   | Carroll/Galax/Joy Ranch Reg Alternative Ed        | All staff members received a step increase  |
| 426   | Regional Learning Academy/Wise Co                 | No action taken to improve teacher's salaries   |
| 427   | Regional Community Alternative Ed Continuum       | 3% across the board.  |
| 428   | Project Renew/Northampton Co                      | 4% for teachers at the midpoint of the scale, applied as a flat dollar amount to all employees on that scale.   |
| 429   | Renaissance/Scott Co                              | Step increase for employees that were eligible + 1.5% increase  |
| 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.

**Virginia Department of Education  
2018-2019 Salary Survey**

**Local Actions to Improve Classroom Teacher Salaries in Fiscal Year 2019**

*(As reported by school divisions on the 2017-2018 Annual School Report - narrative not edited by VDOE for content or format)*

| Division | Name | Reported Local Action to Improve Classroom Teacher Salaries in FY 2019 |
|----------|------|--|
|----------|------|--|

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

**Virginia Department of Education**

**Starting Teacher Salaries for School Year 2018-2019**

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, schools counselors or librarians.

| <b>Division</b> | <b>Division Name</b>               | <b>Bachelor's<br/>Starting Salary</b> | <b>Master's<br/>Starting Salary</b> | <b>Doctorate<br/>Starting Salary</b> |
|-----------------|------------------------------------|---------------------------------------|-------------------------------------|--------------------------------------|
| 001             | Accomack County Public Schools     | 37,971                                | 40,690                              | 39,057                               |
| 002             | Albemarle County Public Schools    | 46,321                                | 48,580                              | 50,737                               |
| 003             | Alleghany County Public Schools    | 40,949                                | 41,762                              | 42,762                               |
| 004             | Amelia County Public Schools       | 39,500                                | 41,771                              | 42,500                               |
| 005             | Amherst County Public Schools      | 39,625                                | 42,600                              | 43,958                               |
| 006             | Appomattox County Public Schools   | 40,600                                | 42,700                              | 43,900                               |
| 007             | Arlington County Public Schools    | 48,228                                | 53,173                              | 58,622                               |
| 008             | Augusta County Public Schools      | 41,385                                | 44,455                              | 47,525                               |
| 009             | Bath County Public Schools         | 34,314                                | 37,314                              | 38,814                               |
| 010             | Bedford County Public Schools      | 40,012                                | 42,013                              | 44,013                               |
| 011             | Bland County Public Schools        | 34,002                                | 35,441                              | N/A                                  |
| 012             | Botetourt County Public Schools    | 38,350                                | 41,350                              | 42,850                               |
| 013             | Brunswick County Public Schools    | 39,011                                | 41,881                              | 44,750                               |
| 014             | Buchanan County Public Schools     | 32,500                                | 35,120                              | N/A                                  |
| 015             | Buckingham County Public Schools   | 42,819                                | 44,861                              | 46,903                               |
| 016             | Campbell County Public Schools     | 38,515                                | 40,553                              | 40,553                               |
| 017             | Caroline County Public Schools     | 40,600                                | 42,350                              | 43,400                               |
| 018             | Carroll County Public Schools      | 38,380                                | 40,950                              | 43,848                               |
| 019             | Charles City County Public Schools | 40,400                                | 42,200                              | 42,550                               |
| 020             | Charlotte County Public Schools    | 38,500                                | 40,612                              | 41,500                               |
| 021             | Chesterfield County Public Schools | 44,700                                | 46,935                              | 49,282                               |
| 022             | Clarke County Public Schools       | 41,750                                | 50,175                              | N/A                                  |
| 023             | Craig County Public Schools        | 35,000                                | 36,500                              | 38,000                               |
| 024             | Culpeper County Public Schools     | 43,240                                | 46,240                              | 48,740                               |
| 025             | Cumberland County Public Schools   | 40,500                                | 42,500                              | 44,000                               |
| 026             | Dickenson County Public Schools    | 35,173                                | 36,638                              | 38,103                               |
| 027             | Dinwiddie County Public Schools    | 43,000                                | 44,901                              | 45,957                               |
| 028             | Essex County Public Schools        | 40,506                                | 42,506                              | N/A                                  |
| 029             | Fairfax County Public Schools      | 50,000                                | 55,000                              | 57,750                               |
| 030             | Fauquier County Public Schools     | 43,000                                | 45,120                              | 46,189                               |
| 031             | Floyd County Public Schools        | 39,250                                | 42,490                              | 49,134                               |
| 032             | Fluvanna County Public Schools     | 44,500                                | 46,650                              | 48,800                               |
| 033             | Franklin County Public Schools     | 36,662                                | 39,162                              | 39,162                               |
| 034             | Frederick County Public Schools    | 42,000                                | 46,109                              | 48,353                               |
| 035             | Giles County Public Schools        | 35,000                                | 37,000                              | 38,000                               |
| 036             | Gloucester County Public Schools   | 42,380                                | 46,498                              | 50,616                               |
| 037             | Goochland County Public Schools    | 44,413                                | 46,411                              | 47,413                               |
| 038             | Grayson County Public Schools      | 34,944                                | 36,948                              | N/A                                  |
| 039             | Greene County Public Schools       | 44,330                                | 46,530                              | 48,630                               |
| 040             | Greensville County Public Schools  | 41,915                                | 44,015                              | 44,540                               |
| 041             | Halifax County Public Schools      | 39,624                                | 41,810                              | 43,996                               |



## Virginia Department of Education

### Starting Teacher Salaries for School Year 2018-2019

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, schools counselors or librarians.

| Division | Division Name                        | Bachelor's<br>Starting Salary | Master's<br>Starting Salary | Doctorate<br>Starting Salary |
|----------|--------------------------------------|-------------------------------|-----------------------------|------------------------------|
| 042      | Hanover County Public Schools        | 44,624                        | 47,301                      | 48,640                       |
| 043      | Henrico County Public Schools        | 44,660                        | 46,803                      | 46,803                       |
| 044      | Henry County Public Schools          | 40,485                        | 42,585                      | 43,585                       |
| 045      | Highland County Public Schools       | 37,373                        | 40,373                      | 40,373                       |
| 046      | Isle of Wight County Public Schools  | 41,310                        | 44,060                      | 46,560                       |
| 048      | King George County Public Schools    | 41,781                        | 44,706                      | 46,706                       |
| 049      | King and Queen County Public Schools | 40,019                        | 42,194                      | 42,876                       |
| 050      | King William County Public Schools   | 43,604                        | 45,724                      | 47,844                       |
| 051      | Lancaster County Public Schools      | 40,000                        | 42,100                      | 43,150                       |
| 052      | Lee County Public Schools            | 35,000                        | 36,250                      | 37,000                       |
| 053      | Loudoun County Public Schools        | 50,171                        | 55,941                      | 61,710                       |
| 054      | Louisa County Public Schools         | 43,693                        | 46,003                      | 46,846                       |
| 055      | Lunenburg County Public Schools      | 37,778                        | 39,978                      | 41,178                       |
| 056      | Madison County Public Schools        | 42,006                        | 45,306                      | 45,306                       |
| 057      | Mathews County Public Schools        | 39,276                        | 41,776                      | 43,776                       |
| 058      | Mecklenburg County Public Schools    | 38,037                        | 40,437                      | 42,037                       |
| 059      | Middlesex County Public Schools      | 41,204                        | 43,264                      | 44,204                       |
| 060      | Montgomery County Public Schools     | 37,051                        | 39,192                      | 41,046                       |
| 062      | Nelson County Public Schools         | 47,001                        | 49,734                      | 48,734                       |
| 063      | New Kent County Public Schools       | 43,071                        | 46,086                      | 47,809                       |
| 065      | Northampton County Public Schools    | 37,331                        | 39,573                      | 41,947                       |
| 066      | Northumberland County Public Schools | 39,733                        | 41,733                      | 43,733                       |
| 067      | Nottoway County Public Schools       | 40,498                        | 42,698                      | 43,398                       |
| 068      | Orange County Public Schools         | 42,500                        | 45,200                      | 47,200                       |
| 069      | Page County Public Schools           | 41,274                        | 44,437                      | N/A                          |
| 070      | Patrick County Public Schools        | 37,721                        | 39,925                      | 42,000                       |
| 071      | Pittsylvania County Public Schools   | 39,563                        | 41,455                      | 42,401                       |
| 072      | Powhatan County Public Schools       | 43,750                        | 45,938                      | 46,714                       |
| 073      | Prince Edward County Public Schools  | 38,944                        | 41,104                      | 42,752                       |
| 074      | Prince George County Public Schools  | 42,657                        | 44,657                      | 45,057                       |
| 075      | Prince William County Public Schools | 47,724                        | 53,353                      | 56,659                       |
| 077      | Pulaski County Public Schools        | 38,426                        | 40,624                      | 43,373                       |
| 078      | Rappahannock County Public Schools   | 40,742                        | 44,242                      | 48,242                       |
| 079      | Richmond County Public Schools       | 40,178                        | 42,278                      | 45,278                       |
| 080      | Roanoke County Public Schools        | 38,971                        | 41,371                      | 42,971                       |
| 081      | Rockbridge County Public Schools     | 39,725                        | 42,225                      | 43,725                       |
| 082      | Rockingham County Public Schools     | 43,050                        | 45,535                      | 47,060                       |
| 083      | Russell County Public Schools        | 31,700                        | 33,700                      | 35,700                       |
| 084      | Scott County Public Schools          | 37,845                        | 39,905                      | 39,905                       |
| 085      | Shenandoah County Public Schools     | 42,182                        | 45,353                      | 48,524                       |
| 086      | Smyth County Public Schools          | 34,700                        | 37,340                      | 40,191                       |

**Virginia Department of Education**  
**Starting Teacher Salaries for School Year 2018-2019**

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, schools counselors or librarians.

| <b>Division</b> | <b>Division Name</b>                          | <b>Bachelor's<br/>Starting Salary</b> | <b>Master's<br/>Starting Salary</b> | <b>Doctorate<br/>Starting Salary</b> |
|-----------------|---|---------------------------------------|-------------------------------------|--------------------------------------|
| 087             | Southampton County Public Schools             | 40,377                                | 42,377                              | 44,377                               |
| 088             | Spotsylvania County Public Schools            | 42,314                                | 45,276                              | 47,815                               |
| 089             | Stafford County Public Schools                | 44,075                                | 48,565                              | 50,049                               |
| 090             | Surry County Public Schools                   | 47,915                                | 50,415                              | 50,915                               |
| 091             | Sussex County Public Schools                  | 41,350                                | 43,575                              | 45,800                               |
| 092             | Tazewell County Public Schools                | 36,365                                | 38,154                              | 39,727                               |
| 093             | Warren County Public Schools                  | 43,247                                | 45,452                              | 47,447                               |
| 094             | Washington County Public Schools              | 36,400                                | 38,485                              | 40,495                               |
| 095             | Westmoreland County Public Schools            | 39,000                                | 42,150                              | 42,150                               |
| 096             | Wise County Public Schools                    | 35,660                                | 38,660                              | 39,660                               |
| 097             | Wythe County Public Schools                   | 38,750                                | 41,026                              | 44,105                               |
| 098             | York County Public Schools                    | 42,942                                | 45,811                              | 49,495                               |
| 101             | Alexandria City Public Schools                | 48,894                                | 55,813                              | 58,055                               |
| 102             | Bristol City Public Schools                   | 36,360                                | 38,460                              | 38,960                               |
| 103             | Buena Vista City Public Schools               | 32,503                                | 36,503                              | 37,503                               |
| 104             | Charlottesville City Public Schools           | 46,403                                | 48,719                              | 50,835                               |
| 106             | Colonial Heights City Public Schools          | 41,612                                | 43,112                              | 43,862                               |
| 107             | Covington City Public Schools                 | 39,251                                | 42,251                              | 42,251                               |
| 108             | Danville City Public Schools                  | 42,000                                | 44,625                              | 46,200                               |
| 109             | Falls Church City Public Schools              | 51,088                                | 56,671                              | 60,863                               |
| 110             | Fredericksburg City Public Schools            | 42,157                                | 44,970                              | 46,707                               |
| 111             | Galax City Public Schools                     | 39,025                                | 42,285                              | 42,825                               |
| 112             | Hampton City Public Schools                   | 44,600                                | 47,200                              | 49,200                               |
| 113             | Harrisonburg City Public Schools              | 44,100                                | 46,800                              | 48,915                               |
| 114             | Hopewell City Public Schools                  | 44,361                                | 47,011                              | 47,361                               |
| 115             | Lynchburg City Public Schools                 | 39,535                                | 42,795                              | 44,579                               |
| 116             | Martinsville City Public Schools              | 40,902                                | 43,689                              | 44,490                               |
| 117             | Newport News City Public Schools              | 44,535                                | 47,652                              | 51,046                               |
| 118             | Norfolk City Public Schools                   | 44,000                                | 47,500                              | 51,800                               |
| 119             | Norton City Public Schools                    | 32,284                                | 34,442                              | 35,968                               |
| 120             | Petersburg City Public Schools                | 44,401                                | 45,601                              | 46,301                               |
| 121             | Portsmouth City Public Schools                | 44,494                                | 46,994                              | 50,494                               |
| 122             | Radford City Public Schools                   | 39,463                                | 43,170                              | 45,915                               |
| 123             | Richmond City Public Schools                  | 45,046                                | 47,298                              | 50,853                               |
| 124             | Roanoke City Public Schools                   | 40,073                                | 42,247                              | 44,427                               |
| 126             | Staunton City Public Schools                  | 42,950                                | 45,024                              | 45,024                               |
| 127             | Suffolk City Public Schools                   | 42,677                                | 45,621                              | 47,932                               |
| 128             | Virginia Beach City Public Schools            | 45,759                                | 48,259                              | 49,859                               |
| 130             | Waynesboro City Public Schools                | 41,337                                | 44,020                              | 46,135                               |
| 131             | Williamsburg-James City County Public Schools | 43,000                                | 44,500                              | 47,500                               |

**Virginia Department of Education**  
**Starting Teacher Salaries for School Year 2018-2019**

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, schools counselors or librarians.

| <b>Division</b> | <b>Division Name</b>              | <b>Bachelor's<br/>Starting Salary</b> | <b>Master's<br/>Starting Salary</b> | <b>Doctorate<br/>Starting Salary</b> |
|-----------------|-----------------------------------|---------------------------------------|-------------------------------------|--------------------------------------|
| 132             | Winchester City Public Schools    | 41,400                                | 45,630                              | 49,860                               |
| 135             | Franklin City Public Schools      | 40,000                                | 42,000                              | 43,500                               |
| 136             | Chesapeake City Public Schools    | 44,140                                | 47,340                              | 50,540                               |
| 137             | Lexington City Public Schools     | 39,506                                | 43,303                              | N/A                                  |
| 139             | Salem City Public Schools         | 42,000                                | 45,776                              | 47,597                               |
| 142             | Poquoson City Public Schools      | 41,310                                | 44,035                              | 46,760                               |
| 143             | Manassas City Public Schools      | 47,724                                | 53,353                              | 56,659                               |
| 144             | Manassas Park City Public Schools | 48,060                                | 54,060                              | 61,060                               |
| 202             | Colonial Beach Public Schools     | 39,973                                | 42,479                              | 45,110                               |
| 207             | West Point Public Schools         | 45,679                                | 47,679                              | N/A                                  |

**Virginia Department of Education**

**Average Teacher Salaries by School for School Year 2018-2019**

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, school 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 2018-2019 Salary |
|----------|----------------------------------|---------------|---|--------------------------|
| 001      | Accomack County Public Schools   | 530           | TANGIER COMBINED                          | 51,317.16                |
| 001      | Accomack County Public Schools   | 540           | ARCADIA HIGH                              | 47,998.97                |
| 001      | Accomack County Public Schools   | 580           | CHINCOTEAGUE HIGH                         | 47,890.42                |
| 001      | Accomack County Public Schools   | 590           | PUNGOTEAGUE ELEM                          | 45,102.15                |
| 001      | Accomack County Public Schools   | 600           | KEGOTANK ELEM                             | 49,983.96                |
| 001      | Accomack County Public Schools   | 70            | NANDUA HIGH                               | 48,324.36                |
| 001      | Accomack County Public Schools   | 701           | ACCAWMACKE ELEM                           | 44,734.39                |
| 001      | Accomack County Public Schools   | 702           | METOMPKIN ELEM                            | 44,153.67                |
| 001      | Accomack County Public Schools   | 703           | NANDUA MIDDLE                             | 48,106.41                |
| 001      | Accomack County Public Schools   | 704           | ARCADIA MIDDLE                            | 47,587.08                |
| 001      | Accomack County Public Schools   | 80            | CHINCOTEAGUE ELEM                         | 47,416.43                |
| 002      | Albemarle County Public Schools  | 10            | HOLLYMEAD ELEM                            | 58,283.04                |
| 002      | Albemarle County Public Schools  | 100           | BROADUS WOOD ELEM                         | 56,924.10                |
| 002      | Albemarle County Public Schools  | 1051          | MORTIMER Y SUTHERLAND MIDDLE              | 57,131.70                |
| 002      | Albemarle County Public Schools  | 1052          | MONTICELLO HIGH                           | 56,723.15                |
| 002      | Albemarle County Public Schools  | 1053          | BAKER-BUTLER ELEM                         | 57,009.44                |
| 002      | Albemarle County Public Schools  | 1060          | ALBEMARLE COUNTY COMMUNITY PUBLIC CHARTER | 53,919.83                |
| 002      | Albemarle County Public Schools  | 140           | WESTERN ALBEMARLE HIGH                    | 58,343.97                |
| 002      | Albemarle County Public Schools  | 150           | PAUL H CALE ELEM                          | 57,821.01                |
| 002      | Albemarle County Public Schools  | 160           | AGNOR-HURT ELEM                           | 59,299.70                |
| 002      | Albemarle County Public Schools  | 20            | LESLIE H WALTON MIDDLE                    | 56,008.04                |
| 002      | Albemarle County Public Schools  | 240           | STONY POINT ELEM                          | 56,188.82                |
| 002      | Albemarle County Public Schools  | 250           | MERIWETHER LEWIS ELEM                     | 58,762.53                |
| 002      | Albemarle County Public Schools  | 30            | SCOTTSVILLE ELEM                          | 55,634.43                |
| 002      | Albemarle County Public Schools  | 340           | CROZET ELEM                               | 56,997.12                |
| 002      | Albemarle County Public Schools  | 40            | MARY CARR GREER ELEM                      | 56,573.17                |
| 002      | Albemarle County Public Schools  | 540           | RED HILL ELEM                             | 57,914.16                |
| 002      | Albemarle County Public Schools  | 69            | JACKSON P BURLEY MIDDLE                   | 57,802.84                |
| 002      | Albemarle County Public Schools  | 880           | ALBEMARLE HIGH                            | 55,948.47                |
| 002      | Albemarle County Public Schools  | 890           | MURRAY HIGH                               | 61,241.84                |
| 002      | Albemarle County Public Schools  | 910           | VIRGINIA L MURRAY ELEM                    | 57,455.50                |
| 002      | Albemarle County Public Schools  | 920           | STONE ROBINSON ELEM                       | 57,562.83                |
| 002      | Albemarle County Public Schools  | 930           | WOODBROOK ELEM                            | 54,698.66                |
| 002      | Albemarle County Public Schools  | 941           | BROWNSVILLE ELEM                          | 56,809.09                |
| 002      | Albemarle County Public Schools  | 942           | JOSEPH T HENLEY MIDDLE                    | 56,143.77                |
| 002      | Albemarle County Public Schools  | 950           | JACK JOUETT MIDDLE                        | 55,918.45                |
| 003      | Alleghany County Public Schools  | 1040          | CLIFTON MIDDLE                            | 43,759.00                |
| 003      | Alleghany County Public Schools  | 1041          | MT VIEW ELEM                              | 47,480.00                |
| 003      | Alleghany County Public Schools  | 110           | CALLAGHAN ELEM                            | 44,025.00                |
| 003      | Alleghany County Public Schools  | 310           | ALLEGHANY HIGH                            | 43,855.00                |
| 003      | Alleghany County Public Schools  | 90            | SHARON ELEM                               | 46,033.00                |
| 004      | Amelia County Public Schools     | 10            | AMELIA COUNTY HIGH                        | 47,556.03                |
| 004      | Amelia County Public Schools     | 210           | AMELIA COUNTY MIDDLE                      | 46,611.34                |
| 004      | Amelia County Public Schools     | 220           | AMELIA COUNTY ELEM                        | 48,118.33                |
| 005      | Amherst County Public Schools    | 20            | MONELISON MIDDLE                          | 45,990.00                |
| 005      | Amherst County Public Schools    | 500           | MADISON HEIGHTS ELEM                      | 43,696.00                |
| 005      | Amherst County Public Schools    | 670           | AMHERST MIDDLE                            | 43,215.00                |
| 005      | Amherst County Public Schools    | 740           | TEMPERANCE ELEM                           | 45,018.00                |
| 005      | Amherst County Public Schools    | 750           | AMHERST COUNTY HIGH                       | 45,918.00                |
| 005      | Amherst County Public Schools    | 760           | ELON ELEM                                 | 43,969.00                |
| 005      | Amherst County Public Schools    | 770           | CENTRAL ELEM                              | 47,015.00                |
| 005      | Amherst County Public Schools    | 780           | AMELON ELEM                               | 45,461.00                |
| 005      | Amherst County Public Schools    | 790           | AMHERST ELEM                              | 43,974.00                |
| 006      | Appomattox County Public Schools | 110           | APPOMATTOX ELEM                           | 43,907.00                |
| 006      | Appomattox County Public Schools | 160           | APPOMATTOX MIDDLE                         | 46,548.00                |
| 006      | Appomattox County Public Schools | 250           | APPOMATTOX PRIMARY                        | 44,540.00                |
| 006      | Appomattox County Public Schools | 260           | APPOMATTOX COUNTY HIGH                    | 42,987.00                |
| 007      | Arlington County Public Schools  | 100           | GLEBE ELEM                                | 80,519.00                |
| 007      | Arlington County Public Schools  | 111           | FRANCIS SCOTT KEY ELEM                    | 81,161.00                |
| 007      | Arlington County Public Schools  | 150           | BARCROFT ELEM                             | 83,000.00                |

**Virginia Department of Education**

**Average Teacher Salaries by School for School Year 2018-2019**

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, school 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 2018-2019 Salary |
|----------|---------------------------------|---------------|--------------------------|--------------------------|
| 007      | Arlington County Public Schools | 160           | HENRY ELEM               | 77,069.00                |
| 007      | Arlington County Public Schools | 180           | JEFFERSON MIDDLE         | 84,540.00                |
| 007      | Arlington County Public Schools | 200           | DREW MODEL ELEM          | 76,973.00                |
| 007      | Arlington County Public Schools | 211           | TUCKAHOE ELEM            | 77,430.00                |
| 007      | Arlington County Public Schools | 240           | SWANSON MIDDLE           | 81,138.00                |
| 007      | Arlington County Public Schools | 250           | BARRETT ELEM             | 74,747.00                |
| 007      | Arlington County Public Schools | 330           | YORKTOWN HIGH            | 83,857.00                |
| 007      | Arlington County Public Schools | 350           | ABINGDON ELEM            | 80,252.00                |
| 007      | Arlington County Public Schools | 360           | OAKRIDGE ELEM            | 74,623.00                |
| 007      | Arlington County Public Schools | 380           | MCKINLEY ELEM            | 73,470.00                |
| 007      | Arlington County Public Schools | 410           | NOTTINGHAM ELEM          | 80,753.00                |
| 007      | Arlington County Public Schools | 420           | TAYLOR ELEM              | 79,464.00                |
| 007      | Arlington County Public Schools | 440           | JAMESTOWN ELEM           | 76,794.00                |
| 007      | Arlington County Public Schools | 450           | WAKEFIELD HIGH           | 84,542.00                |
| 007      | Arlington County Public Schools | 460           | LONG BRANCH ELEM         | 74,282.00                |
| 007      | Arlington County Public Schools | 470           | ARLINGTON TRADITIONAL    | 81,835.00                |
| 007      | Arlington County Public Schools | 480           | WILLIAMSBURG MIDDLE      | 81,258.00                |
| 007      | Arlington County Public Schools | 490           | ASHLAWN ELEM             | 78,560.00                |
| 007      | Arlington County Public Schools | 500           | KENMORE MIDDLE           | 86,637.00                |
| 007      | Arlington County Public Schools | 510           | RANDOLPH ELEM            | 73,924.00                |
| 007      | Arlington County Public Schools | 611           | GUNSTON MIDDLE           | 79,553.00                |
| 007      | Arlington County Public Schools | 613           | ARLINGTON SCIENCE FOCUS  | 68,588.00                |
| 007      | Arlington County Public Schools | 614           | HOFFMAN-BOSTON ELEM      | 76,898.00                |
| 007      | Arlington County Public Schools | 615           | CAMPBELL ELEM            | 76,000.00                |
| 007      | Arlington County Public Schools | 618           | ARLINGTON COMMUNITY HIGH | 98,033.00                |
| 007      | Arlington County Public Schools | 622           | CLAREMONT IMMERSION      | 77,922.00                |
| 007      | Arlington County Public Schools | 626           | DISCOVERY ELEM           | 73,509.00                |
| 007      | Arlington County Public Schools | 80            | WASHINGTON LEE HIGH      | 83,932.00                |
| 007      | Arlington County Public Schools | 90            | CARLIN SPRINGS ELEM      | 79,651.00                |
| 008      | Augusta County Public Schools   | 140           | CHURCHVILLE ELEM         | 49,447.00                |
| 008      | Augusta County Public Schools   | 212           | BEVERLEY MANOR MIDDLE    | 49,293.00                |
| 008      | Augusta County Public Schools   | 30            | CASSELL ELEM             | 50,964.00                |
| 008      | Augusta County Public Schools   | 370           | CRAIGSVILLE ELEM         | 48,364.00                |
| 008      | Augusta County Public Schools   | 40            | NORTH RIVER ELEM         | 48,632.00                |
| 008      | Augusta County Public Schools   | 440           | STUARTS DRAFT ELEM       | 49,328.00                |
| 008      | Augusta County Public Schools   | 60            | STUARTS DRAFT MIDDLE     | 52,443.00                |
| 008      | Augusta County Public Schools   | 640           | WILSON ELEM              | 47,734.00                |
| 008      | Augusta County Public Schools   | 660           | BUFFALO GAP HIGH         | 49,885.00                |
| 008      | Augusta County Public Schools   | 670           | FT DEFIANCE HIGH         | 51,811.00                |
| 008      | Augusta County Public Schools   | 680           | RIVERHEADS HIGH          | 50,993.00                |
| 008      | Augusta County Public Schools   | 720           | WILSON MEMORIAL HIGH     | 50,184.00                |
| 008      | Augusta County Public Schools   | 730           | STUARTS DRAFT HIGH       | 50,200.00                |
| 008      | Augusta County Public Schools   | 740           | RIVERHEADS ELEM          | 48,173.00                |
| 008      | Augusta County Public Schools   | 842           | EDWARD G CLYMORE ELEM    | 48,253.00                |
| 008      | Augusta County Public Schools   | 843           | GUY K STUMP ELEM         | 50,018.00                |
| 008      | Augusta County Public Schools   | 844           | WILSON MIDDLE            | 50,564.00                |
| 008      | Augusta County Public Schools   | 90            | S GORDON STEWART MIDDLE  | 50,523.00                |
| 009      | Bath County Public Schools      | 120           | MILLBORO ELEM            | 48,665.00                |
| 009      | Bath County Public Schools      | 140           | BATH COUNTY HIGH         | 44,559.00                |
| 009      | Bath County Public Schools      | 150           | VALLEY ELEM              | 45,940.00                |
| 010      | Bedford County Public Schools   | 1170          | OTTER RIVER ELEM         | 49,503.00                |
| 010      | Bedford County Public Schools   | 1180          | LIBERTY HIGH             | 57,566.00                |
| 010      | Bedford County Public Schools   | 1190          | STAUNTON RIVER HIGH      | 55,951.00                |
| 010      | Bedford County Public Schools   | 1191          | STAUNTON RIVER MIDDLE    | 48,858.00                |
| 010      | Bedford County Public Schools   | 1200          | BEDFORD PRIMARY          | 51,056.00                |
| 010      | Bedford County Public Schools   | 1211          | FOREST MIDDLE            | 50,251.00                |
| 010      | Bedford County Public Schools   | 1212          | JEFFERSON FOREST HIGH    | 52,031.00                |
| 010      | Bedford County Public Schools   | 1213          | THOMAS JEFFERSON ELEM    | 48,565.00                |
| 010      | Bedford County Public Schools   | 1214          | GOODVIEW ELEM            | 48,343.00                |
| 010      | Bedford County Public Schools   | 160           | BOONSBORO ELEM           | 48,783.00                |

**Virginia Department of Education**

**Average Teacher Salaries by School for School Year 2018-2019**

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, school 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 2018-2019 Salary |
|----------|----------------------------------|---------------|----------------------------------|--------------------------|
| 010      | Bedford County Public Schools    | 180           | MONTVALE ELEM                    | 49,515.00                |
| 010      | Bedford County Public Schools    | 30            | BIG ISLAND ELEM                  | 49,295.00                |
| 010      | Bedford County Public Schools    | 480           | BEDFORD ELEM                     | 49,221.00                |
| 010      | Bedford County Public Schools    | 490           | LIBERTY MIDDLE                   | 52,294.00                |
| 010      | Bedford County Public Schools    | 500           | FOREST ELEM                      | 48,726.00                |
| 010      | Bedford County Public Schools    | 610           | NEW LONDON ACADEMY ELEM          | 48,747.00                |
| 010      | Bedford County Public Schools    | 640           | STEWARTSVILLE ELEM               | 48,105.00                |
| 010      | Bedford County Public Schools    | 970           | MONETA ELEM                      | 49,837.00                |
| 010      | Bedford County Public Schools    | 980           | HUDDLESTON ELEM                  | 45,922.00                |
| 011      | Bland County Public Schools      | 250           | BLAND COUNTY ELEM                | 44,474.22                |
| 011      | Bland County Public Schools      | 260           | BLAND COUNTY HIGH                | 41,494.88                |
| 012      | Botetourt County Public Schools  | 20            | BUCHANAN ELEM                    | 52,872.04                |
| 012      | Botetourt County Public Schools  | 220           | BRECKINRIDGE ELEM                | 54,254.56                |
| 012      | Botetourt County Public Schools  | 30            | EAGLE ROCK ELEM                  | 51,805.85                |
| 012      | Botetourt County Public Schools  | 390           | CLOVERDALE ELEM                  | 53,584.72                |
| 012      | Botetourt County Public Schools  | 40            | TROUTVILLE ELEM                  | 52,719.16                |
| 012      | Botetourt County Public Schools  | 400           | COLONIAL ELEM                    | 52,792.93                |
| 012      | Botetourt County Public Schools  | 420           | CENTRAL ACADEMY MIDDLE           | 50,681.80                |
| 012      | Botetourt County Public Schools  | 430           | JAMES RIVER HIGH                 | 51,015.34                |
| 012      | Botetourt County Public Schools  | 440           | LORD BOTETOURT HIGH              | 53,365.34                |
| 012      | Botetourt County Public Schools  | 450           | READ MOUNTAIN MIDDLE             | 55,265.94                |
| 012      | Botetourt County Public Schools  | 460           | GREENFIELD ELEM                  | 51,572.23                |
| 013      | Brunswick County Public Schools  | 650           | BRUNSWICK HIGH                   | 45,467.00                |
| 013      | Brunswick County Public Schools  | 660           | JAMES S RUSSELL MIDDLE           | 43,422.00                |
| 013      | Brunswick County Public Schools  | 690           | MEHERRIN POWELLTON ELEM          | 47,299.00                |
| 013      | Brunswick County Public Schools  | 700           | RED OAK-STURGEON ELEM            | 46,248.00                |
| 013      | Brunswick County Public Schools  | 720           | TOTARO ELEM                      | 47,357.00                |
| 014      | Buchanan County Public Schools   | 1000          | COUNCIL HIGH                     | 42,138.98                |
| 014      | Buchanan County Public Schools   | 1020          | HURLEY HIGH                      | 44,251.39                |
| 014      | Buchanan County Public Schools   | 1040          | RIVERVIEW ELEMENTARY/MIDDLE      | 42,546.40                |
| 014      | Buchanan County Public Schools   | 1041          | TWIN VALLEY ELEMENTARY/MIDDLE    | 40,328.56                |
| 014      | Buchanan County Public Schools   | 1042          | TWIN VALLEY HIGH                 | 48,165.79                |
| 014      | Buchanan County Public Schools   | 120           | HURLEY ELEMENTARY/MIDDLE         | 44,544.95                |
| 014      | Buchanan County Public Schools   | 90            | COUNCIL ELEMENTARY/MIDDLE SCHOOL | 42,106.06                |
| 014      | Buchanan County Public Schools   | 990           | GRUNDY HIGH                      | 48,133.63                |
| 015      | Buckingham County Public Schools | 20            | BUCKINGHAM CO PRE SCH CTR        | 44,178.67                |
| 015      | Buckingham County Public Schools | 700           | BUCKINGHAM COUNTY HIGH           | 50,755.45                |
| 015      | Buckingham County Public Schools | 721           | BUCKINGHAM CO. MIDDLE            | 48,588.82                |
| 015      | Buckingham County Public Schools | 723           | BUCKINGHAM CO PRIMARY            | 45,285.66                |
| 015      | Buckingham County Public Schools | 724           | BUCKINGHAM CO ELEM               | 47,033.64                |
| 016      | Campbell County Public Schools   | 130           | CONCORD ELEM                     | 44,217.00                |
| 016      | Campbell County Public Schools   | 20            | BROOKVILLE MIDDLE                | 43,585.00                |
| 016      | Campbell County Public Schools   | 200           | ALTAVISTA HIGH                   | 43,971.00                |
| 016      | Campbell County Public Schools   | 211           | RUSTBURG MIDDLE                  | 44,040.00                |
| 016      | Campbell County Public Schools   | 222           | RUSTBURG HIGH                    | 45,348.00                |
| 016      | Campbell County Public Schools   | 542           | WILLIAM CAMPBELL HIGH            | 43,913.00                |
| 016      | Campbell County Public Schools   | 560           | ALTAVISTA ELEM                   | 47,504.00                |
| 016      | Campbell County Public Schools   | 60            | TOMAHAWK ELEM                    | 45,087.00                |
| 016      | Campbell County Public Schools   | 650           | BROOKNEAL ELEM                   | 42,054.00                |
| 016      | Campbell County Public Schools   | 690           | LEESVILLE ROAD ELEM              | 44,758.00                |
| 016      | Campbell County Public Schools   | 710           | YELLOW BRANCH ELEM               | 44,000.00                |
| 016      | Campbell County Public Schools   | 720           | BROOKVILLE HIGH                  | 44,233.00                |
| 016      | Campbell County Public Schools   | 821           | RUSTBURG ELEM                    | 45,151.00                |
| 017      | Caroline County Public Schools   | 450           | CAROLINE MIDDLE                  | 47,384.00                |
| 017      | Caroline County Public Schools   | 460           | CAROLINE HIGH                    | 48,816.00                |
| 017      | Caroline County Public Schools   | 620           | BOWLING GREEN ELEM               | 47,860.00                |
| 017      | Caroline County Public Schools   | 630           | MADISON ELEM                     | 47,124.00                |
| 017      | Caroline County Public Schools   | 9020          | LEWIS & CLARK ELEM               | 48,674.00                |
| 018      | Carroll County Public Schools    | 1110          | ST PAUL                          | 49,069.31                |
| 018      | Carroll County Public Schools    | 1130          | OAKLAND ELEM                     | 45,775.36                |

**Virginia Department of Education**

**Average Teacher Salaries by School for School Year 2018-2019**

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, school 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 2018-2019 Salary |
|----------|------------------------------------|---------------|-----------------------------------|--------------------------|
| 018      | Carroll County Public Schools      | 1150          | GLADESBORO ELEM                   | 50,482.28                |
| 018      | Carroll County Public Schools      | 1160          | LAUREL ELEM                       | 45,689.60                |
| 018      | Carroll County Public Schools      | 1170          | HILLSVILLE ELEM                   | 47,694.43                |
| 018      | Carroll County Public Schools      | 1180          | FANCY GAP ELEM                    | 49,535.41                |
| 018      | Carroll County Public Schools      | 1210          | GLADEVILLE ELEM                   | 47,085.80                |
| 018      | Carroll County Public Schools      | 1230          | CARROLL COUNTY HIGH               | 49,419.44                |
| 018      | Carroll County Public Schools      | 450           | CARROLL COUNTY MIDDLE             | 46,665.78                |
| 019      | Charles City County Public Schools | 100           | CHARLES CITY CO HIGH              | 45,130.00                |
| 019      | Charles City County Public Schools | 80            | CHARLES CITY CO ELEM              | 45,368.00                |
| 020      | Charlotte County Public Schools    | 100           | EUREKA ELEM                       | 45,712.00                |
| 020      | Charlotte County Public Schools    | 210           | CENTRAL MIDDLE                    | 44,295.00                |
| 020      | Charlotte County Public Schools    | 450           | PHENIX ELEM                       | 44,999.00                |
| 020      | Charlotte County Public Schools    | 460           | RANDOLPH-HENRY HIGH               | 44,836.00                |
| 020      | Charlotte County Public Schools    | 470           | BACON DISTRICT ELEM               | 43,389.00                |
| 021      | Chesterfield County Public Schools | 10            | LLOYD C BIRD HIGH                 | 51,848.00                |
| 021      | Chesterfield County Public Schools | 110           | MATOACA MIDDLE                    | 50,602.00                |
| 021      | Chesterfield County Public Schools | 130           | BEULAH ELEM                       | 51,760.00                |
| 021      | Chesterfield County Public Schools | 150           | CLOVER HILL ELEM                  | 50,550.00                |
| 021      | Chesterfield County Public Schools | 180           | GRANGE HALL ELEM                  | 50,369.00                |
| 021      | Chesterfield County Public Schools | 20            | BON AIR ELEM                      | 47,582.00                |
| 021      | Chesterfield County Public Schools | 270           | SWIFT CREEK MIDDLE                | 50,380.00                |
| 021      | Chesterfield County Public Schools | 280           | MONACAN HIGH                      | 50,178.00                |
| 021      | Chesterfield County Public Schools | 290           | W W GORDON ELEM                   | 50,038.00                |
| 021      | Chesterfield County Public Schools | 30            | CARVER COLLEGE AND CAREER ACADEMY | 51,266.00                |
| 021      | Chesterfield County Public Schools | 300           | EVERGREEN ELEM                    | 47,307.00                |
| 021      | Chesterfield County Public Schools | 320           | MIDLOTHIAN HIGH                   | 50,565.00                |
| 021      | Chesterfield County Public Schools | 340           | SWIFT CREEK ELEM                  | 50,538.00                |
| 021      | Chesterfield County Public Schools | 350           | ETTRICK ELEM                      | 49,219.00                |
| 021      | Chesterfield County Public Schools | 360           | O B GATES ELEM                    | 51,668.00                |
| 021      | Chesterfield County Public Schools | 370           | MATOACA ELEM                      | 49,690.00                |
| 021      | Chesterfield County Public Schools | 380           | PROVIDENCE ELEM                   | 49,353.00                |
| 021      | Chesterfield County Public Schools | 390           | ENON ELEM                         | 49,572.00                |
| 021      | Chesterfield County Public Schools | 40            | MIDLOTHIAN MIDDLE                 | 49,752.00                |
| 021      | Chesterfield County Public Schools | 400           | JACOBS ROAD ELEM                  | 47,464.00                |
| 021      | Chesterfield County Public Schools | 410           | THELMA CRENSHAW ELEM              | 51,187.00                |
| 021      | Chesterfield County Public Schools | 420           | CARVER MIDDLE                     | 49,584.00                |
| 021      | Chesterfield County Public Schools | 430           | BENSLEY ELEM                      | 49,424.00                |
| 021      | Chesterfield County Public Schools | 440           | WOOLRIDGE ELEM                    | 50,897.00                |
| 021      | Chesterfield County Public Schools | 460           | HARROWGATE ELEM                   | 49,846.00                |
| 021      | Chesterfield County Public Schools | 480           | ECOFF ELEM                        | 50,252.00                |
| 021      | Chesterfield County Public Schools | 492           | C E CURTIS ELEM                   | 52,188.00                |
| 021      | Chesterfield County Public Schools | 50            | C C WELLS ELEM                    | 50,907.00                |
| 021      | Chesterfield County Public Schools | 500           | J G HENING ELEM                   | 49,363.00                |
| 021      | Chesterfield County Public Schools | 510           | BETTIE WEAVER ELEM                | 50,596.00                |
| 021      | Chesterfield County Public Schools | 530           | MATOACA HIGH                      | 49,335.00                |
| 021      | Chesterfield County Public Schools | 550           | J A CHALKLEY ELEM                 | 49,550.00                |
| 021      | Chesterfield County Public Schools | 560           | CRESTWOOD ELEM                    | 49,848.00                |
| 021      | Chesterfield County Public Schools | 580           | MEADOWBROOK HIGH                  | 49,407.00                |
| 021      | Chesterfield County Public Schools | 590           | FALLING CREEK ELEM                | 48,408.00                |
| 021      | Chesterfield County Public Schools | 60            | HOPKINS ROAD ELEM                 | 51,179.00                |
| 021      | Chesterfield County Public Schools | 600           | MANCHESTER MIDDLE                 | 50,696.00                |
| 021      | Chesterfield County Public Schools | 610           | THOMAS DALE HIGH                  | 50,246.00                |
| 021      | Chesterfield County Public Schools | 620           | A M DAVIS ELEM                    | 51,868.00                |
| 021      | Chesterfield County Public Schools | 631           | BAILEY BRIDGE MIDDLE              | 50,505.00                |
| 021      | Chesterfield County Public Schools | 632           | MANCHESTER HIGH                   | 51,211.00                |
| 021      | Chesterfield County Public Schools | 650           | J B WATKINS ELEM                  | 51,628.00                |
| 021      | Chesterfield County Public Schools | 660           | BELLWOOD ELEM                     | 49,002.00                |
| 021      | Chesterfield County Public Schools | 670           | FALLING CREEK MIDDLE              | 49,744.00                |
| 021      | Chesterfield County Public Schools | 690           | PROVIDENCE MIDDLE                 | 49,835.00                |
| 021      | Chesterfield County Public Schools | 70            | GREENFIELD ELEM                   | 49,473.00                |

**Virginia Department of Education**

**Average Teacher Salaries by School for School Year 2018-2019**

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, school 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 2018-2019 Salary |
|----------|------------------------------------|---------------|-----------------------------|--------------------------|
| 021      | Chesterfield County Public Schools | 700           | REAMS ROAD ELEM             | 51,705.00                |
| 021      | Chesterfield County Public Schools | 720           | SALEM CHURCH ELEM           | 49,770.00                |
| 021      | Chesterfield County Public Schools | 722           | SALEM CHURCH MIDDLE         | 49,308.00                |
| 021      | Chesterfield County Public Schools | 730           | ROBIOUS ELEM                | 49,403.00                |
| 021      | Chesterfield County Public Schools | 740           | CLOVER HILL HIGH            | 50,578.00                |
| 021      | Chesterfield County Public Schools | 760           | ROBIOUS MIDDLE              | 50,835.00                |
| 021      | Chesterfield County Public Schools | 770           | JAMES RIVER HIGH            | 51,466.00                |
| 021      | Chesterfield County Public Schools | 780           | MARGUERITE F CHRISTIAN ELEM | 50,731.00                |
| 021      | Chesterfield County Public Schools | 800           | SPRING RUN ELEM             | 51,969.00                |
| 021      | Chesterfield County Public Schools | 840           | COSBY HIGH                  | 51,057.00                |
| 021      | Chesterfield County Public Schools | 850           | ELIZABETH SCOTT ELEM        | 49,167.00                |
| 021      | Chesterfield County Public Schools | 860           | WINTERPOCK ELEM             | 49,631.00                |
| 021      | Chesterfield County Public Schools | 861           | ALBERTA SMITH ELEM          | 53,791.00                |
| 021      | Chesterfield County Public Schools | 870           | ELIZABETH DAVIS MIDDLE      | 51,273.00                |
| 021      | Chesterfield County Public Schools | 880           | TOMAHAWK CREEK MIDDLE       | 52,401.00                |
| 022      | Clarke County Public Schools       | 10            | CLARKE COUNTY HIGH          | 51,460.00                |
| 022      | Clarke County Public Schools       | 250           | BOYCE ELEM                  | 59,231.00                |
| 022      | Clarke County Public Schools       | 280           | JOHNSON-WILLIAMS MIDDLE     | 51,410.00                |
| 022      | Clarke County Public Schools       | 290           | D G COOLEY ELEM             | 50,818.00                |
| 023      | Craig County Public Schools        | 10            | MCCLEARY ELEM               | 38,388.00                |
| 023      | Craig County Public Schools        | 11            | CRAIG COUNTY HIGH           | 45,063.00                |
| 024      | Culpeper County Public Schools     | 10            | PEARL SAMPLE ELEM           | 49,520.00                |
| 024      | Culpeper County Public Schools     | 20            | CULPEPER MIDDLE             | 49,966.00                |
| 024      | Culpeper County Public Schools     | 240           | A G RICHARDSON ELEM         | 54,470.00                |
| 024      | Culpeper County Public Schools     | 40            | YOWELL ELEM                 | 51,016.00                |
| 024      | Culpeper County Public Schools     | 450           | EMERALD HILL ELEM           | 51,424.00                |
| 024      | Culpeper County Public Schools     | 460           | SYCAMORE PARK ELEM          | 50,079.00                |
| 024      | Culpeper County Public Schools     | 470           | FARMINGTON ELEM             | 51,308.00                |
| 024      | Culpeper County Public Schools     | 480           | CULPEPER COUNTY HIGH        | 53,256.00                |
| 024      | Culpeper County Public Schools     | 50            | EASTERN VIEW HIGH           | 51,092.00                |
| 024      | Culpeper County Public Schools     | 581           | FLOYD T BINNS MIDDLE        | 49,962.00                |
| 024      | Culpeper County Public Schools     | 582           | GALBREATH-MARSHALL BLDG     | 66,704.00                |
| 025      | Cumberland County Public Schools   | 140           | CUMBERLAND ELEM             | 49,707.58                |
| 025      | Cumberland County Public Schools   | 151           | CUMBERLAND HIGH             | 48,354.92                |
| 025      | Cumberland County Public Schools   | 152           | CUMBERLAND MIDDLE           | 45,933.83                |
| 026      | Dickenson County Public Schools    | 20            | CLINTWOOD ELEM              | 38,970.00                |
| 026      | Dickenson County Public Schools    | 275           | RIDGEVIEW HIGH              | 39,838.00                |
| 026      | Dickenson County Public Schools    | 280           | RIDGEVIEW MIDDLE            | 38,366.00                |
| 026      | Dickenson County Public Schools    | 530           | ERVINTON ELEM               | 38,117.00                |
| 026      | Dickenson County Public Schools    | 860           | SANDLICK ELEM               | 41,774.00                |
| 027      | Dinwiddie County Public Schools    | 10            | SOUTHSIDE ELEM              | 48,896.00                |
| 027      | Dinwiddie County Public Schools    | 180           | SUNNYSIDE ELEM              | 55,090.00                |
| 027      | Dinwiddie County Public Schools    | 250           | MIDWAY ELEM                 | 49,700.00                |
| 027      | Dinwiddie County Public Schools    | 310           | DINWIDDIE ELEM              | 51,130.00                |
| 027      | Dinwiddie County Public Schools    | 471           | DINWIDDIE MIDDLE            | 48,872.00                |
| 027      | Dinwiddie County Public Schools    | 500           | DINWIDDIE HIGH              | 52,014.00                |
| 027      | Dinwiddie County Public Schools    | 520           | SUTHERLAND ELEM             | 51,055.00                |
| 028      | Essex County Public Schools        | 10            | ESSEX HIGH                  | 45,905.60                |
| 028      | Essex County Public Schools        | 150           | ESSEX INT.                  | 47,699.20                |
| 028      | Essex County Public Schools        | 160           | TAPPAHANNOCK ELEM           | 46,462.34                |
| 029      | Fairfax County Public Schools      | 100           | CHESTERBROOK ELEM           | 69,225.00                |
| 029      | Fairfax County Public Schools      | 1020          | LEE HIGH                    | 77,143.00                |
| 029      | Fairfax County Public Schools      | 1030          | PARKLAWN ELEM               | 70,791.00                |
| 029      | Fairfax County Public Schools      | 1050          | CHURCHILL ROAD ELEM         | 66,559.00                |
| 029      | Fairfax County Public Schools      | 1060          | MADISON HIGH                | 75,149.00                |
| 029      | Fairfax County Public Schools      | 1070          | JUSTICE HIGH                | 73,121.00                |
| 029      | Fairfax County Public Schools      | 1080          | WAYNEWOOD ELEM              | 77,016.00                |
| 029      | Fairfax County Public Schools      | 1090          | BRADDOCK ELEM               | 71,808.00                |
| 029      | Fairfax County Public Schools      | 110           | LOUISE ARCHER ELEM          | 75,028.00                |
| 029      | Fairfax County Public Schools      | 1100          | FALLS CHURCH HIGH           | 73,977.00                |



**Virginia Department of Education**

**Average Teacher Salaries by School for School Year 2018-2019**

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, school 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 2018-2019 Salary |
|----------|-------------------------------|---------------|-------------------------|--------------------------|
| 029      | Fairfax County Public Schools | 1110          | LANIER MIDDLE           | 78,681.00                |
| 029      | Fairfax County Public Schools | 1120          | IRVING MIDDLE           | 70,067.00                |
| 029      | Fairfax County Public Schools | 1130          | POE MIDDLE              | 74,602.00                |
| 029      | Fairfax County Public Schools | 1140          | THOREAU MIDDLE          | 68,907.00                |
| 029      | Fairfax County Public Schools | 1150          | LONGFELLOW MIDDLE       | 78,306.00                |
| 029      | Fairfax County Public Schools | 1160          | TWAIN MIDDLE            | 73,398.00                |
| 029      | Fairfax County Public Schools | 1170          | GLASGOW MIDDLE          | 70,650.00                |
| 029      | Fairfax County Public Schools | 1190          | COOPER MIDDLE           | 69,490.00                |
| 029      | Fairfax County Public Schools | 120           | VIENNA ELEM             | 75,118.00                |
| 029      | Fairfax County Public Schools | 1200          | MARSHALL ROAD ELEM      | 68,123.00                |
| 029      | Fairfax County Public Schools | 1210          | MANTUA ELEM             | 75,158.00                |
| 029      | Fairfax County Public Schools | 1240          | KEENE MILL ELEM         | 72,233.00                |
| 029      | Fairfax County Public Schools | 1250          | HERNDON ELEM            | 74,127.00                |
| 029      | Fairfax County Public Schools | 1260          | WOODSON HIGH            | 77,608.50                |
| 029      | Fairfax County Public Schools | 1270          | EDISON HIGH             | 78,754.00                |
| 029      | Fairfax County Public Schools | 1290          | MARSHALL HIGH           | 74,160.00                |
| 029      | Fairfax County Public Schools | 1300          | SANDBURG MIDDLE         | 70,592.00                |
| 029      | Fairfax County Public Schools | 131           | CHANTILLY HIGH          | 78,874.00                |
| 029      | Fairfax County Public Schools | 1310          | RAVENSWORTH ELEM        | 75,870.00                |
| 029      | Fairfax County Public Schools | 1320          | WASHINGTON MILL ELEM    | 71,374.00                |
| 029      | Fairfax County Public Schools | 1330          | HOLLIN MEADOWS ELEM     | 72,303.00                |
| 029      | Fairfax County Public Schools | 1350          | STRATFORD LANDING ELEM  | 73,939.00                |
| 029      | Fairfax County Public Schools | 1360          | ANNANDALE TERRACE ELEM  | 66,934.00                |
| 029      | Fairfax County Public Schools | 1371          | THOMAS JEFFERSON HIGH   | 90,927.00                |
| 029      | Fairfax County Public Schools | 1380          | STENWOOD ELEM           | 72,581.00                |
| 029      | Fairfax County Public Schools | 1390          | MOSBY WOODS ELEM        | 68,984.00                |
| 029      | Fairfax County Public Schools | 140           | OAKTON ELEM             | 71,627.00                |
| 029      | Fairfax County Public Schools | 1400          | LITTLE RUN ELEM         | 72,883.00                |
| 029      | Fairfax County Public Schools | 1410          | FROST MIDDLE            | 75,556.00                |
| 029      | Fairfax County Public Schools | 1420          | HYBLA VALLEY ELEM       | 72,189.00                |
| 029      | Fairfax County Public Schools | 1430          | WEST SPRINGFIELD ELEM   | 75,396.00                |
| 029      | Fairfax County Public Schools | 1440          | KINGS PARK ELEM         | 72,449.00                |
| 029      | Fairfax County Public Schools | 1450          | FORESTDALE ELEM         | 70,887.00                |
| 029      | Fairfax County Public Schools | 1460          | LANGLEY HIGH            | 79,467.00                |
| 029      | Fairfax County Public Schools | 1480          | FAIRFAX VILLA ELEM      | 71,188.00                |
| 029      | Fairfax County Public Schools | 150           | ORANGE HUNT ELEM        | 75,064.00                |
| 029      | Fairfax County Public Schools | 1500          | GREENBRIAR WEST ELEM    | 72,048.00                |
| 029      | Fairfax County Public Schools | 1510          | COLUMBIA ELEM           | 68,838.00                |
| 029      | Fairfax County Public Schools | 1521          | HOLMES MIDDLE           | 73,318.00                |
| 029      | Fairfax County Public Schools | 1530          | ARMSTRONG ELEM          | 74,907.00                |
| 029      | Fairfax County Public Schools | 1540          | UNION MILL ELEM         | 69,007.00                |
| 029      | Fairfax County Public Schools | 1550          | WHITMAN MIDDLE          | 73,181.00                |
| 029      | Fairfax County Public Schools | 1570          | LAKE ANNE ELEM          | 75,378.00                |
| 029      | Fairfax County Public Schools | 1580          | WESTBRIAR ELEM          | 71,465.00                |
| 029      | Fairfax County Public Schools | 1590          | CANTERBURY WOODS ELEM   | 72,165.00                |
| 029      | Fairfax County Public Schools | 1600          | CUB RUN ELEM            | 77,614.00                |
| 029      | Fairfax County Public Schools | 1610          | WEST SPRINGFIELD HIGH   | 75,109.00                |
| 029      | Fairfax County Public Schools | 1620          | SPRING HILL ELEM        | 76,958.00                |
| 029      | Fairfax County Public Schools | 1630          | FAIRHILL ELEM           | 66,664.00                |
| 029      | Fairfax County Public Schools | 1640          | MOUNT VERNON WOODS ELEM | 72,370.00                |
| 029      | Fairfax County Public Schools | 1650          | OLDE CREEK ELEM         | 71,127.00                |
| 029      | Fairfax County Public Schools | 1660          | SHREVEWOOD ELEM         | 70,162.00                |
| 029      | Fairfax County Public Schools | 1670          | WESTGATE ELEM           | 70,051.00                |
| 029      | Fairfax County Public Schools | 1680          | SILVERBROOK ELEM        | 70,303.00                |
| 029      | Fairfax County Public Schools | 1690          | CARDINAL FOREST ELEM    | 70,590.00                |
| 029      | Fairfax County Public Schools | 170           | TERRA CENTRE ELEM       | 72,966.00                |
| 029      | Fairfax County Public Schools | 1700          | CUNNINGHAM PARK ELEM    | 73,221.00                |
| 029      | Fairfax County Public Schools | 1710          | OAKTON HIGH             | 72,207.00                |
| 029      | Fairfax County Public Schools | 1730          | BEECH TREE ELEM         | 73,510.00                |
| 029      | Fairfax County Public Schools | 1740          | HAYFIELD ELEM           | 76,804.00                |

**Virginia Department of Education**

**Average Teacher Salaries by School for School Year 2018-2019**

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, school 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 2018-2019 Salary |
|----------|-------------------------------|---------------|------------------------------|--------------------------|
| 029      | Fairfax County Public Schools | 1760          | KILMER MIDDLE                | 75,966.00                |
| 029      | Fairfax County Public Schools | 1761          | KILMER CENTER                | 76,029.00                |
| 029      | Fairfax County Public Schools | 1770          | ROLLING VALLEY ELEM          | 73,383.00                |
| 029      | Fairfax County Public Schools | 1790          | BROOKFIELD ELEM              | 76,738.00                |
| 029      | Fairfax County Public Schools | 1800          | HAYFIELD SECONDARY           | 77,477.00                |
| 029      | Fairfax County Public Schools | 1810          | WOLFTRAP ELEM                | 70,748.00                |
| 029      | Fairfax County Public Schools | 1820          | RIVERSIDE ELEM               | 67,884.00                |
| 029      | Fairfax County Public Schools | 1830          | LONDON TOWNE ELEM            | 72,716.00                |
| 029      | Fairfax County Public Schools | 1840          | GREENBRIAR EAST ELEM         | 74,067.00                |
| 029      | Fairfax County Public Schools | 1850          | LEES CORNER ELEM             | 77,034.00                |
| 029      | Fairfax County Public Schools | 1860          | OAK VIEW ELEM                | 76,001.00                |
| 029      | Fairfax County Public Schools | 1870          | CLERMONT ELEM                | 74,708.00                |
| 029      | Fairfax County Public Schools | 1880          | HUNT VALLEY ELEM             | 78,496.00                |
| 029      | Fairfax County Public Schools | 1890          | KINGS GLEN ELEM              | 72,949.00                |
| 029      | Fairfax County Public Schools | 190           | FAIRFAX COUNTY ADULT HIGH    | 91,328.00                |
| 029      | Fairfax County Public Schools | 1900          | KEY MIDDLE                   | 71,480.00                |
| 029      | Fairfax County Public Schools | 1901          | KEY CENTER                   | 77,608.00                |
| 029      | Fairfax County Public Schools | 1920          | FORT HUNT ELEM               | 71,032.00                |
| 029      | Fairfax County Public Schools | 1940          | CAMELOT ELEM                 | 67,640.00                |
| 029      | Fairfax County Public Schools | 1950          | HUNTERS WOODS ELEM           | 76,373.00                |
| 029      | Fairfax County Public Schools | 1960          | ROBINSON SECONDARY           | 78,906.00                |
| 029      | Fairfax County Public Schools | 1970          | LAUREL RIDGE ELEM            | 74,627.00                |
| 029      | Fairfax County Public Schools | 1980          | HUTCHISON ELEM               | 71,729.00                |
| 029      | Fairfax County Public Schools | 1990          | SOUTH LAKES HIGH             | 74,298.00                |
| 029      | Fairfax County Public Schools | 20            | FAIRFAX HIGH                 | 77,504.00                |
| 029      | Fairfax County Public Schools | 200           | CENTREVILLE HIGH             | 78,620.00                |
| 029      | Fairfax County Public Schools | 2000          | BONNIE BRAE ELEM             | 71,102.00                |
| 029      | Fairfax County Public Schools | 2010          | DRANESVILLE ELEM             | 76,143.00                |
| 029      | Fairfax County Public Schools | 2020          | CROSSFIELD ELEM              | 76,623.00                |
| 029      | Fairfax County Public Schools | 2030          | SANGSTER ELEM                | 71,877.00                |
| 029      | Fairfax County Public Schools | 2040          | SARATOGA ELEM                | 72,727.00                |
| 029      | Fairfax County Public Schools | 2050          | VIRGINIA RUN ELEM            | 75,308.00                |
| 029      | Fairfax County Public Schools | 2060          | WILLOW SPRINGS ELEM          | 73,657.00                |
| 029      | Fairfax County Public Schools | 2070          | STONE MIDDLE                 | 80,720.00                |
| 029      | Fairfax County Public Schools | 2080          | POPLAR TREE ELEM             | 74,942.00                |
| 029      | Fairfax County Public Schools | 2090          | CENTRE RIDGE ELEM            | 72,345.00                |
| 029      | Fairfax County Public Schools | 2100          | WAPLES MILL ELEM             | 76,758.00                |
| 029      | Fairfax County Public Schools | 220           | DOGWOOD ELEM                 | 70,838.00                |
| 029      | Fairfax County Public Schools | 2201          | BRYANT HIGH                  | 76,215.00                |
| 029      | Fairfax County Public Schools | 2203          | ALDRIN ELEM                  | 75,529.00                |
| 029      | Fairfax County Public Schools | 2204          | DEER PARK ELEM               | 77,861.00                |
| 029      | Fairfax County Public Schools | 2205          | CENTREVILLE ELEM             | 79,546.00                |
| 029      | Fairfax County Public Schools | 2209          | LANE ELEM                    | 72,395.00                |
| 029      | Fairfax County Public Schools | 2210          | HALLEY ELEM                  | 76,726.00                |
| 029      | Fairfax County Public Schools | 2211          | MOUNTAIN VIEW HIGH           | 83,886.00                |
| 029      | Fairfax County Public Schools | 2222          | CARSON MIDDLE                | 79,375.00                |
| 029      | Fairfax County Public Schools | 2224          | FORT BELVOIR ELEM            | 73,256.00                |
| 029      | Fairfax County Public Schools | 2225          | BULL RUN ELEM                | 73,063.00                |
| 029      | Fairfax County Public Schools | 2228          | WESTFIELD HIGH               | 79,328.00                |
| 029      | Fairfax County Public Schools | 2229          | DANIELS RUN ELEM             | 72,273.00                |
| 029      | Fairfax County Public Schools | 2230          | PROVIDENCE ELEM              | 75,864.00                |
| 029      | Fairfax County Public Schools | 2231          | MCNAIR ELEM                  | 69,135.00                |
| 029      | Fairfax County Public Schools | 2233          | LIBERTY MIDDLE               | 77,132.00                |
| 029      | Fairfax County Public Schools | 2234          | COLVIN RUN ELEM              | 75,475.00                |
| 029      | Fairfax County Public Schools | 2235          | ISLAND CREEK ELEM            | 70,484.00                |
| 029      | Fairfax County Public Schools | 2236          | LORTON STATION ELEM          | 73,030.00                |
| 029      | Fairfax County Public Schools | 2237          | POWELL ELEM                  | 76,524.00                |
| 029      | Fairfax County Public Schools | 2238          | DUNN LORING E C RESOURCE CTR | 80,302.00                |
| 029      | Fairfax County Public Schools | 2241          | SOUTH COUNTY HIGH            | 79,319.00                |
| 029      | Fairfax County Public Schools | 2243          | EAGLE VIEW ELEM              | 69,746.00                |

**Virginia Department of Education**

**Average Teacher Salaries by School for School Year 2018-2019**

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, school 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 2018-2019 Salary |
|----------|-------------------------------|---------------|---|--------------------------|
| 029      | Fairfax County Public Schools | 2251          | BULL RUN E C RESOURCE CTR                       | 88,901.00                |
| 029      | Fairfax County Public Schools | 2252          | VIRGINIA HILLS E C RESOURCE CTR                 | 86,636.00                |
| 029      | Fairfax County Public Schools | 2347          | COATES ELEM                                     | 71,174.00                |
| 029      | Fairfax County Public Schools | 2348          | LAUREL HILL ELEM                                | 69,124.00                |
| 029      | Fairfax County Public Schools | 2410          | MASON CREST ELEM                                | 68,255.00                |
| 029      | Fairfax County Public Schools | 2420          | SOUTH COUNTY MIDDLE                             | 79,245.00                |
| 029      | Fairfax County Public Schools | 2440          | PIMMIT EC RESOURCE CTR                          | 70,947.00                |
| 029      | Fairfax County Public Schools | 2458          | FORT BELVOIR UPPER                              | 72,321.00                |
| 029      | Fairfax County Public Schools | 2459          | BAILEY'S UPPER ELEMENTARY SCHOOL FOR THE ARTS / | 68,270.00                |
| 029      | Fairfax County Public Schools | 250           | TERRASET ELEM                                   | 72,402.00                |
| 029      | Fairfax County Public Schools | 260           | CLEARVIEW ELEM                                  | 72,032.00                |
| 029      | Fairfax County Public Schools | 280           | SUNRISE VALLEY ELEM                             | 75,399.00                |
| 029      | Fairfax County Public Schools | 290           | FAIRVIEW ELEM                                   | 71,972.00                |
| 029      | Fairfax County Public Schools | 300           | ROCKY RUN MIDDLE                                | 76,253.00                |
| 029      | Fairfax County Public Schools | 32            | HERNDON HIGH                                    | 76,744.00                |
| 029      | Fairfax County Public Schools | 320           | FRANCONIA ELEM                                  | 71,969.00                |
| 029      | Fairfax County Public Schools | 33            | HERNDON MIDDLE                                  | 72,294.00                |
| 029      | Fairfax County Public Schools | 330           | GROVETON ELEM                                   | 72,203.00                |
| 029      | Fairfax County Public Schools | 350           | HUGHES MIDDLE                                   | 72,822.00                |
| 029      | Fairfax County Public Schools | 370           | FORESTVILLE ELEM                                | 77,026.00                |
| 029      | Fairfax County Public Schools | 380           | WOODLAWN ELEM                                   | 71,467.00                |
| 029      | Fairfax County Public Schools | 390           | FOX MILL ELEM                                   | 74,783.00                |
| 029      | Fairfax County Public Schools | 400           | WHITE OAKS ELEM                                 | 74,024.00                |
| 029      | Fairfax County Public Schools | 420           | MOUNT VERNON HIGH                               | 74,621.00                |
| 029      | Fairfax County Public Schools | 430           | OAK HILL ELEM                                   | 77,674.00                |
| 029      | Fairfax County Public Schools | 440           | FRANKLIN MIDDLE                                 | 76,777.00                |
| 029      | Fairfax County Public Schools | 470           | NEWINGTON FOREST ELEM                           | 79,651.00                |
| 029      | Fairfax County Public Schools | 480           | CHERRY RUN ELEM                                 | 79,797.00                |
| 029      | Fairfax County Public Schools | 490           | FREEDOM HILL ELEM                               | 71,902.00                |
| 029      | Fairfax County Public Schools | 510           | MOUNT EAGLE ELEM                                | 74,464.00                |
| 029      | Fairfax County Public Schools | 520           | WEYANOKE ELEM                                   | 77,259.00                |
| 029      | Fairfax County Public Schools | 530           | GRAHAM ROAD ELEM                                | 70,642.00                |
| 029      | Fairfax County Public Schools | 550           | BAILEYS ELEM                                    | 70,761.00                |
| 029      | Fairfax County Public Schools | 560           | BELLE VIEW ELEM                                 | 72,970.00                |
| 029      | Fairfax County Public Schools | 570           | GREAT FALLS ELEM                                | 72,428.00                |
| 029      | Fairfax County Public Schools | 580           | WESTLAWN ELEM                                   | 70,079.00                |
| 029      | Fairfax County Public Schools | 590           | WOODLEY HILLS ELEM                              | 72,280.00                |
| 029      | Fairfax County Public Schools | 620           | CAMERON ELEM                                    | 75,640.00                |
| 029      | Fairfax County Public Schools | 630           | GARFIELD ELEM                                   | 72,212.00                |
| 029      | Fairfax County Public Schools | 650           | WOODBURN ELEM                                   | 74,180.00                |
| 029      | Fairfax County Public Schools | 660           | ANNANDALE HIGH                                  | 75,411.00                |
| 029      | Fairfax County Public Schools | 673           | JACKSON MIDDLE                                  | 74,214.00                |
| 029      | Fairfax County Public Schools | 680           | BUSH HILL ELEM                                  | 70,717.00                |
| 029      | Fairfax County Public Schools | 690           | GUNSTON ELEM                                    | 74,698.00                |
| 029      | Fairfax County Public Schools | 70            | FOREST EDGE ELEM                                | 65,419.00                |
| 029      | Fairfax County Public Schools | 700           | BUCKNELL ELEM                                   | 73,933.00                |
| 029      | Fairfax County Public Schools | 710           | SLEEPY HOLLOW ELEM                              | 73,529.00                |
| 029      | Fairfax County Public Schools | 720           | BELVEDERE ELEM                                  | 71,586.00                |
| 029      | Fairfax County Public Schools | 730           | FLINT HILL ELEM                                 | 71,306.00                |
| 029      | Fairfax County Public Schools | 740           | FLORIS ELEM                                     | 72,271.00                |
| 029      | Fairfax County Public Schools | 750           | HAYCOCK ELEM                                    | 67,924.00                |
| 029      | Fairfax County Public Schools | 770           | LEMON ROAD ELEM                                 | 67,673.00                |
| 029      | Fairfax County Public Schools | 790           | MCLEAN HIGH                                     | 74,794.00                |
| 029      | Fairfax County Public Schools | 80            | SHERMAN ELEM                                    | 69,489.00                |
| 029      | Fairfax County Public Schools | 800           | NAVY ELEM                                       | 72,113.00                |
| 029      | Fairfax County Public Schools | 820           | PINE SPRING ELEM                                | 80,052.00                |
| 029      | Fairfax County Public Schools | 830           | TIMBER LANE ELEM                                | 71,959.00                |
| 029      | Fairfax County Public Schools | 850           | WAKEFIELD FOREST ELEM                           | 72,577.00                |
| 029      | Fairfax County Public Schools | 870           | CRESTWOOD ELEM                                  | 76,351.00                |
| 029      | Fairfax County Public Schools | 890           | LYNBROOK ELEM                                   | 72,874.00                |

**Virginia Department of Education**

**Average Teacher Salaries by School for School Year 2018-2019**

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, school 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 2018-2019 Salary |
|----------|---------------------------------|---------------|-------------------------------------|--------------------------|
| 029      | Fairfax County Public Schools   | 90            | LAKE BRADDOCK SECONDARY             | 78,250.00                |
| 029      | Fairfax County Public Schools   | 900           | WEST POTOMAC HIGH                   | 75,151.00                |
| 029      | Fairfax County Public Schools   | 930           | NORTH SPRINGFIELD ELEM              | 79,021.00                |
| 029      | Fairfax County Public Schools   | 940           | BREN MAR PARK ELEM                  | 69,762.00                |
| 029      | Fairfax County Public Schools   | 950           | ROSE HILL ELEM                      | 70,060.00                |
| 029      | Fairfax County Public Schools   | 960           | SPRINGFIELD ESTATES ELEM            | 74,680.00                |
| 029      | Fairfax County Public Schools   | 970           | GLEN FOREST ELEM                    | 70,539.00                |
| 029      | Fairfax County Public Schools   | 980           | KENT GARDENS ELEM                   | 72,456.00                |
| 029      | Fairfax County Public Schools   | 9996          | DJJ OR SVCS BD SCHOOLS              | 93,204.00                |
| 030      | Fauquier County Public Schools  | 10            | MARSHALL MIDDLE                     | 55,605.29                |
| 030      | Fauquier County Public Schools  | 120           | CLAUDE THOMPSON ELEM                | 54,994.00                |
| 030      | Fauquier County Public Schools  | 20            | MARY WALTER ELEM                    | 51,832.47                |
| 030      | Fauquier County Public Schools  | 450           | GRACE MILLER ELEM                   | 59,850.22                |
| 030      | Fauquier County Public Schools  | 460           | C. HUNTER RITCHIE ELEM              | 55,046.27                |
| 030      | Fauquier County Public Schools  | 510           | KETTLE RUN HIGH SCH                 | 52,739.17                |
| 030      | Fauquier County Public Schools  | 511           | GREENVILLE ELEM                     | 51,021.46                |
| 030      | Fauquier County Public Schools  | 520           | CEDAR LEE MIDDLE                    | 53,329.00                |
| 030      | Fauquier County Public Schools  | 530           | MARGARET M. PIERCE ELEM             | 54,512.40                |
| 030      | Fauquier County Public Schools  | 660           | WARRENTON MIDDLE                    | 52,872.60                |
| 030      | Fauquier County Public Schools  | 670           | W.C. TAYLOR MIDDLE                  | 54,674.34                |
| 030      | Fauquier County Public Schools  | 701           | FAUQUIER HIGH                       | 58,949.03                |
| 030      | Fauquier County Public Schools  | 720           | P.B. SMITH ELEM                     | 60,086.96                |
| 030      | Fauquier County Public Schools  | 730           | C.M. BRADLEY ELEM                   | 56,943.45                |
| 030      | Fauquier County Public Schools  | 740           | W.G. COLEMAN ELEM                   | 54,031.55                |
| 030      | Fauquier County Public Schools  | 750           | H.M. PEARSON ELEM                   | 51,517.64                |
| 030      | Fauquier County Public Schools  | 851           | LIBERTY HIGH                        | 53,860.18                |
| 030      | Fauquier County Public Schools  | 853           | JAMES G. BRUMFIELD ELEM             | 52,759.12                |
| 030      | Fauquier County Public Schools  | 854           | AUBURN MIDDLE                       | 52,649.94                |
| 031      | Floyd County Public Schools     | 360           | FLOYD ELEM                          | 47,503.47                |
| 031      | Floyd County Public Schools     | 500           | WILLIS ELEM                         | 47,435.05                |
| 031      | Floyd County Public Schools     | 650           | INDIAN VALLEY ELEM                  | 45,641.12                |
| 031      | Floyd County Public Schools     | 660           | FLOYD COUNTY HIGH                   | 48,952.97                |
| 031      | Floyd County Public Schools     | 90            | CHECK ELEM                          | 47,949.34                |
| 032      | Fluvanna County Public Schools  | 260           | FLUVANNA COUNTY HIGH                | 52,295.19                |
| 032      | Fluvanna County Public Schools  | 300           | CARYSBROOK ELEM                     | 48,654.07                |
| 032      | Fluvanna County Public Schools  | 310           | CENTRAL ELEM                        | 58,460.55                |
| 032      | Fluvanna County Public Schools  | 320           | FLUVANNA MIDDLE                     | 51,898.70                |
| 032      | Fluvanna County Public Schools  | 330           | WEST CENTRAL PRIMARY SCHOOL         | 57,921.38                |
| 033      | Franklin County Public Schools  | 10            | HENRY ELEM                          | 45,682.26                |
| 033      | Franklin County Public Schools  | 1170          | SNOW CREEK ELEM                     | 47,916.05                |
| 033      | Franklin County Public Schools  | 1311          | FRANKLIN COUNTY HIGH                | 45,852.65                |
| 033      | Franklin County Public Schools  | 1320          | BURNT CHIMNEY ELEM                  | 50,917.85                |
| 033      | Franklin County Public Schools  | 1360          | FERRUM ELEM                         | 46,603.64                |
| 033      | Franklin County Public Schools  | 1370          | BOONES MILL ELEM                    | 47,543.44                |
| 033      | Franklin County Public Schools  | 1380          | ROCKY MOUNT ELEM                    | 44,039.89                |
| 033      | Franklin County Public Schools  | 1481          | GEREAU CTR FOR APL TECH&CAREER EXPL | 45,606.72                |
| 033      | Franklin County Public Schools  | 20            | DUDLEY ELEM                         | 46,177.73                |
| 033      | Franklin County Public Schools  | 31            | BEN. FRANKLIN MIDDLE-WEST           | 47,661.89                |
| 033      | Franklin County Public Schools  | 32            | BEN. FRANKLIN MIDDLE-EAST           | 47,267.64                |
| 033      | Franklin County Public Schools  | 350           | CALLAWAY ELEM                       | 47,757.55                |
| 033      | Franklin County Public Schools  | 660           | LEE M. WAID ELEM                    | 47,444.29                |
| 033      | Franklin County Public Schools  | 690           | GLADE HILL ELEM                     | 43,531.83                |
| 033      | Franklin County Public Schools  | 960           | SONTAG ELEM                         | 45,366.12                |
| 033      | Franklin County Public Schools  | 980           | WINDY GAP ELEM                      | 43,233.04                |
| 034      | Frederick County Public Schools | 10            | APPLE PIE RIDGE ELEM                | 56,043.48                |
| 034      | Frederick County Public Schools | 20            | BASS-HOOVER ELEM                    | 53,685.15                |
| 034      | Frederick County Public Schools | 30            | JAMES WOOD HIGH                     | 56,824.57                |
| 034      | Frederick County Public Schools | 320           | ARMEL ELEM                          | 53,193.48                |
| 034      | Frederick County Public Schools | 340           | MIDDLETOWN ELEM                     | 54,545.89                |
| 034      | Frederick County Public Schools | 380           | GAINESBORO ELEM                     | 54,298.23                |

**Virginia Department of Education**

**Average Teacher Salaries by School for School Year 2018-2019**

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, school 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 2018-2019 Salary |
|----------|-----------------------------------|---------------|---|--------------------------|
| 034      | Frederick County Public Schools   | 40            | INDIAN HOLLOW ELEM                      | 52,222.72                |
| 034      | Frederick County Public Schools   | 410           | STONEWALL ELEM                          | 52,993.74                |
| 034      | Frederick County Public Schools   | 420           | JAMES WOOD MIDDLE                       | 54,931.66                |
| 034      | Frederick County Public Schools   | 460           | FREDERICK COUNTY MIDDLE                 | 55,663.35                |
| 034      | Frederick County Public Schools   | 480           | ROBERT E. AYLOR MIDDLE                  | 55,779.81                |
| 034      | Frederick County Public Schools   | 581           | SHERANDO HIGH                           | 57,852.48                |
| 034      | Frederick County Public Schools   | 582           | REDBUD RUN ELEM                         | 51,809.99                |
| 034      | Frederick County Public Schools   | 583           | ORCHARD VIEW ELEM                       | 51,007.82                |
| 034      | Frederick County Public Schools   | 584           | MILLBROOK HIGH                          | 54,168.32                |
| 034      | Frederick County Public Schools   | 586           | ADMIRAL RICHARD E. BYRD MIDDLE          | 55,112.68                |
| 034      | Frederick County Public Schools   | 587           | EVENDALE ELEM                           | 52,903.37                |
| 034      | Frederick County Public Schools   | 590           | GREENWOOD MILL ELEM                     | 54,225.99                |
| 035      | Giles County Public Schools       | 10            | EASTERN COMBINED                        | 42,051.00                |
| 035      | Giles County Public Schools       | 390           | MACY MCCLAUGHERTY COMBINED              | 40,339.00                |
| 035      | Giles County Public Schools       | 400           | NARROWS ELEM/MID.                       | 44,480.00                |
| 035      | Giles County Public Schools       | 461           | GILES HIGH                              | 43,672.00                |
| 035      | Giles County Public Schools       | 470           | NARROWS HIGH                            | 43,093.00                |
| 036      | Gloucester County Public Schools  | 100           | BOTETOURT ELEM                          | 54,308.26                |
| 036      | Gloucester County Public Schools  | 240           | ACHILLES ELEM                           | 52,735.72                |
| 036      | Gloucester County Public Schools  | 250           | ABINGDON ELEM                           | 52,373.07                |
| 036      | Gloucester County Public Schools  | 260           | GLOUCESTER HIGH                         | 52,723.14                |
| 036      | Gloucester County Public Schools  | 270           | PETSWORTH ELEM                          | 52,295.96                |
| 036      | Gloucester County Public Schools  | 280           | PEASLEY MIDDLE                          | 53,887.13                |
| 036      | Gloucester County Public Schools  | 381           | BETHEL ELEM                             | 53,359.78                |
| 036      | Gloucester County Public Schools  | 802           | PAGE MIDDLE                             | 51,017.13                |
| 037      | Goochland County Public Schools   | 120           | BYRD ELEM                               | 50,904.00                |
| 037      | Goochland County Public Schools   | 220           | GOOCHLAND HIGH                          | 50,586.00                |
| 037      | Goochland County Public Schools   | 260           | RANDOLPH ELEM                           | 49,070.00                |
| 037      | Goochland County Public Schools   | 340           | GOOCHLAND MIDDLE                        | 49,071.00                |
| 037      | Goochland County Public Schools   | 360           | GOOCHLAND ELEM                          | 48,131.00                |
| 038      | Grayson County Public Schools     | 11            | INDEPENDENCE MIDDLE                     | 43,722.79                |
| 038      | Grayson County Public Schools     | 421           | GRAYSON COUNTY HIGH                     | 40,224.32                |
| 038      | Grayson County Public Schools     | 422           | INDEPENDENCE ELEM                       | 40,700.24                |
| 038      | Grayson County Public Schools     | 430           | GRAYSON HIGHLANDS                       | 39,314.38                |
| 038      | Grayson County Public Schools     | 480           | FAIRVIEW ELEM                           | 44,224.37                |
| 038      | Grayson County Public Schools     | 911           | FRIES ELEMENTARY                        | 43,052.42                |
| 039      | Greene County Public Schools      | 10            | NATHANAEL GREENE PRIMARY SCHOOL         | 51,035.00                |
| 039      | Greene County Public Schools      | 20            | NATHANAEL GREENE ELEM                   | 50,452.00                |
| 039      | Greene County Public Schools      | 30            | RUCKERSVILLE ELEM                       | 50,700.00                |
| 039      | Greene County Public Schools      | 71            | WILLIAM MONROE MIDDLE                   | 50,021.00                |
| 039      | Greene County Public Schools      | 72            | WILLIAM MONROE HIGH                     | 52,612.00                |
| 040      | Greensville County Public Schools | 190           | EDWARD W WYATT MIDDLE                   | 46,510.00                |
| 040      | Greensville County Public Schools | 200           | GREENSVILLE COUNTY HIGH                 | 47,875.00                |
| 040      | Greensville County Public Schools | 260           | BELFIELD ELEM                           | 44,330.00                |
| 040      | Greensville County Public Schools | 50            | GREENSVILLE ELEM                        | 49,620.00                |
| 041      | Halifax County Public Schools     | 10            | HALIFAX COUNTY HIGH                     | 44,138.00                |
| 041      | Halifax County Public Schools     | 1480          | HALIFAX COUNTY MIDDLE                   | 42,981.00                |
| 041      | Halifax County Public Schools     | 1490          | SYDNOR JENNINGS ELEM                    | 45,053.00                |
| 041      | Halifax County Public Schools     | 1510          | SCOTTSBURG ELEM                         | 43,354.00                |
| 041      | Halifax County Public Schools     | 1521          | SINAI ELEM                              | 46,737.00                |
| 041      | Halifax County Public Schools     | 1550          | MEADVILLE ELEM                          | 44,469.00                |
| 041      | Halifax County Public Schools     | 1560          | CLAYS MILL ELEM                         | 47,183.00                |
| 041      | Halifax County Public Schools     | 20            | CLUSTER SPRINGS ELEM                    | 45,917.00                |
| 041      | Halifax County Public Schools     | 30            | SOUTH BOSTON ELEM                       | 44,203.00                |
| 041      | Halifax County Public Schools     | 950           | SOUTH BOSTON/HALIFAX EARLY LEARNING CTR | 40,974.00                |
| 042      | Hanover County Public Schools     | 150           | HENRY CLAY ELEM                         | 50,392.83                |
| 042      | Hanover County Public Schools     | 162           | JOHN M. GANDY ELEM                      | 51,197.38                |
| 042      | Hanover County Public Schools     | 20            | BEAVERDAM ELEM                          | 55,812.08                |
| 042      | Hanover County Public Schools     | 200           | KERSEY CREEK ELEM                       | 54,245.86                |
| 042      | Hanover County Public Schools     | 210           | LAUREL MEADOW ELEM                      | 56,268.37                |

**Virginia Department of Education**

**Average Teacher Salaries by School for School Year 2018-2019**

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, school 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 2018-2019 Salary |
|----------|-------------------------------|---------------|--------------------------|--------------------------|
| 042      | Hanover County Public Schools | 290           | WASHINGTON-HENRY ELEM    | 57,547.88                |
| 042      | Hanover County Public Schools | 30            | RURAL POINT ELEM         | 54,237.76                |
| 042      | Hanover County Public Schools | 360           | BATTLEFIELD PARK ELEM    | 55,128.72                |
| 042      | Hanover County Public Schools | 370           | LEE DAVIS HIGH           | 53,379.50                |
| 042      | Hanover County Public Schools | 40            | SOUTH ANNA ELEM          | 52,391.59                |
| 042      | Hanover County Public Schools | 400           | PATRICK HENRY HIGH       | 53,934.40                |
| 042      | Hanover County Public Schools | 410           | PEARSON'S CORNER ELEM    | 55,082.09                |
| 042      | Hanover County Public Schools | 420           | MECHANICSVILLE ELEM      | 53,947.45                |
| 042      | Hanover County Public Schools | 430           | ELMONT ELEM              | 53,080.09                |
| 042      | Hanover County Public Schools | 440           | STONEWALL JACKSON MIDDLE | 52,489.89                |
| 042      | Hanover County Public Schools | 450           | LIBERTY MIDDLE           | 51,908.11                |
| 042      | Hanover County Public Schools | 551           | COOL SPRING ELEM         | 55,743.22                |
| 042      | Hanover County Public Schools | 552           | POLE GREEN ELEM          | 56,686.91                |
| 042      | Hanover County Public Schools | 553           | OAK KNOLL MIDDLE         | 53,373.01                |
| 042      | Hanover County Public Schools | 554           | HANOVER HIGH             | 51,418.52                |
| 042      | Hanover County Public Schools | 61            | CHICKAHOMINY MIDDLE      | 52,171.23                |
| 042      | Hanover County Public Schools | 62            | ATLEE HIGH               | 53,201.33                |
| 042      | Hanover County Public Schools | 70            | COLD HARBOR ELEM         | 53,039.89                |
| 043      | Henrico County Public Schools | 10            | THREE CHOPT ELEM         | 50,405.00                |
| 043      | Henrico County Public Schools | 100           | HUNGARY CREEK MIDDLE     | 52,416.00                |
| 043      | Henrico County Public Schools | 120           | DONAHOE ELEM             | 51,321.00                |
| 043      | Henrico County Public Schools | 130           | ROLFE MIDDLE             | 49,864.00                |
| 043      | Henrico County Public Schools | 140           | GODWIN HIGH              | 54,225.00                |
| 043      | Henrico County Public Schools | 150           | GAYTON ELEM              | 51,534.00                |
| 043      | Henrico County Public Schools | 160           | DEEP RUN HIGH            | 52,298.00                |
| 043      | Henrico County Public Schools | 190           | HIGHLAND SPRINGS HIGH    | 51,454.00                |
| 043      | Henrico County Public Schools | 20            | GLEN ALLEN ELEM          | 51,335.00                |
| 043      | Henrico County Public Schools | 200           | FAIR OAKS ELEM           | 50,556.00                |
| 043      | Henrico County Public Schools | 210           | MONTROSE ELEM            | 48,664.00                |
| 043      | Henrico County Public Schools | 220           | SANDSTON ELEM            | 49,938.00                |
| 043      | Henrico County Public Schools | 230           | SPRINGFIELD PARK ELEM    | 53,579.00                |
| 043      | Henrico County Public Schools | 240           | RIVERS EDGE ELEM         | 53,295.00                |
| 043      | Henrico County Public Schools | 250           | L. DOUGLAS WILDER MIDDLE | 51,265.00                |
| 043      | Henrico County Public Schools | 260           | GREENWOOD ELEM           | 52,168.00                |
| 043      | Henrico County Public Schools | 270           | NUCKOLS FARM ELEM        | 52,041.00                |
| 043      | Henrico County Public Schools | 280           | POCAHONTAS MIDDLE        | 50,718.00                |
| 043      | Henrico County Public Schools | 290           | VARINA ELEM              | 50,311.00                |
| 043      | Henrico County Public Schools | 300           | ECHO LAKE ELEM           | 54,476.00                |
| 043      | Henrico County Public Schools | 310           | TWIN HICKORY ELEM        | 51,958.00                |
| 043      | Henrico County Public Schools | 320           | ARTHUR ASHE JR. ELEM     | 51,448.00                |
| 043      | Henrico County Public Schools | 330           | WARD ELEM                | 50,055.00                |
| 043      | Henrico County Public Schools | 360           | TUCKAHOE ELEM            | 51,405.00                |
| 043      | Henrico County Public Schools | 370           | LAKESIDE ELEM            | 49,647.00                |
| 043      | Henrico County Public Schools | 380           | GLEN LEA ELEM            | 48,634.00                |
| 043      | Henrico County Public Schools | 390           | MOODY MIDDLE             | 51,690.00                |
| 043      | Henrico County Public Schools | 400           | CRESTVIEW ELEM           | 52,294.00                |
| 043      | Henrico County Public Schools | 410           | FREEMAN HIGH             | 52,288.00                |
| 043      | Henrico County Public Schools | 420           | RATCLIFFE ELEM           | 50,089.00                |
| 043      | Henrico County Public Schools | 430           | LABURNUM ELEM            | 49,480.00                |
| 043      | Henrico County Public Schools | 440           | PEMBERTON ELEM           | 54,361.00                |
| 043      | Henrico County Public Schools | 450           | MEHFOUD ELEM             | 52,595.00                |
| 043      | Henrico County Public Schools | 470           | BAKER ELEM               | 49,166.00                |
| 043      | Henrico County Public Schools | 480           | SKIPWITH ELEM            | 51,563.00                |
| 043      | Henrico County Public Schools | 490           | TREVVETT ELEM            | 49,491.00                |
| 043      | Henrico County Public Schools | 50            | LONGDALE ELEM            | 50,888.00                |
| 043      | Henrico County Public Schools | 500           | BROOKLAND MIDDLE         | 50,389.00                |
| 043      | Henrico County Public Schools | 510           | FAIRFIELD MIDDLE         | 49,897.00                |
| 043      | Henrico County Public Schools | 520           | TUCKAHOE MIDDLE          | 50,500.00                |
| 043      | Henrico County Public Schools | 530           | JOHNSON ELEM             | 49,694.00                |
| 043      | Henrico County Public Schools | 540           | MAYBEURY ELEM            | 51,038.00                |

**Virginia Department of Education**

**Average Teacher Salaries by School for School Year 2018-2019**

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, school 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 2018-2019 Salary |
|----------|--------------------------------------|---------------|------------------------------|--------------------------|
| 043      | Henrico County Public Schools        | 550           | SEVEN PINES ELEM             | 53,708.00                |
| 043      | Henrico County Public Schools        | 570           | PINCHBECK ELEM               | 50,473.00                |
| 043      | Henrico County Public Schools        | 580           | VARINA HIGH                  | 49,687.00                |
| 043      | Henrico County Public Schools        | 590           | CHAMBERLAYNE ELEM            | 49,589.00                |
| 043      | Henrico County Public Schools        | 60            | SHORT PUMP ELEM              | 52,318.00                |
| 043      | Henrico County Public Schools        | 600           | TUCKER HIGH                  | 53,322.00                |
| 043      | Henrico County Public Schools        | 610           | HENRICO HIGH                 | 52,045.00                |
| 043      | Henrico County Public Schools        | 620           | DAVIS ELEM                   | 50,871.00                |
| 043      | Henrico County Public Schools        | 630           | LONGAN ELEM                  | 50,760.00                |
| 043      | Henrico County Public Schools        | 640           | HIGHLAND SPRINGS ELEM        | 53,233.00                |
| 043      | Henrico County Public Schools        | 650           | CARVER ELEM                  | 51,516.00                |
| 043      | Henrico County Public Schools        | 660           | ADAMS ELEM                   | 51,536.00                |
| 043      | Henrico County Public Schools        | 670           | HERMITAGE HIGH               | 52,551.00                |
| 043      | Henrico County Public Schools        | 680           | HOLLADAY ELEM                | 50,853.00                |
| 043      | Henrico County Public Schools        | 690           | QUIOCCASIN MIDDLE SCHOOL     | 51,000.00                |
| 043      | Henrico County Public Schools        | 700           | DUMBARTON ELEM               | 50,644.00                |
| 043      | Henrico County Public Schools        | 710           | SHADY GROVE ELEM             | 52,644.00                |
| 043      | Henrico County Public Schools        | 80            | SHORT PUMP MIDDLE            | 53,456.00                |
| 043      | Henrico County Public Schools        | 82            | KAECEHE ELEM                 | 50,992.00                |
| 043      | Henrico County Public Schools        | 90            | RIDGE ELEM                   | 50,412.00                |
| 043      | Henrico County Public Schools        | 92            | ELKO MIDDLE                  | 50,477.00                |
| 043      | Henrico County Public Schools        | 93            | COLONIAL TRAIL ELEM          | 50,745.00                |
| 043      | Henrico County Public Schools        | 94            | HARVIE ELEM                  | 49,752.00                |
| 043      | Henrico County Public Schools        | 95            | HOLMAN MIDDLE                | 53,337.00                |
| 043      | Henrico County Public Schools        | 96            | GLEN ALLEN HIGH              | 51,275.00                |
| 044      | Henry County Public Schools          | 10            | BASSETT HIGH                 | 47,970.00                |
| 044      | Henry County Public Schools          | 20            | MAGNA VISTA HIGH             | 48,536.00                |
| 044      | Henry County Public Schools          | 220           | SANVILLE ELEM                | 48,686.00                |
| 044      | Henry County Public Schools          | 361           | AXTON ELEM                   | 45,187.00                |
| 044      | Henry County Public Schools          | 480           | G.W. CARVER ELEM             | 46,414.00                |
| 044      | Henry County Public Schools          | 530           | DREWRY MASON ELEM            | 46,699.00                |
| 044      | Henry County Public Schools          | 590           | CAMPBELL COURT ELEM          | 46,642.00                |
| 044      | Henry County Public Schools          | 620           | FIELDALE-COLLINSVILLE MIDDLE | 45,797.00                |
| 044      | Henry County Public Schools          | 661           | MEADOW VIEW ELEMENTARY       | 46,466.00                |
| 044      | Henry County Public Schools          | 670           | LAUREL PARK MIDDLE           | 46,201.00                |
| 044      | Henry County Public Schools          | 740           | RICH ACRES ELEM              | 45,594.00                |
| 044      | Henry County Public Schools          | 760           | STANLEYTOWN ELEM             | 46,842.00                |
| 044      | Henry County Public Schools          | 872           | MOUNT OLIVET ELEM            | 46,554.00                |
| 045      | Highland County Public Schools       | 110           | HIGHLAND ELEM                | 41,158.82                |
| 045      | Highland County Public Schools       | 220           | HIGHLAND HIGH                | 45,839.58                |
| 046      | Isle of Wight County Public Schools  | 240           | WINDSOR ELEM                 | 55,077.00                |
| 046      | Isle of Wight County Public Schools  | 250           | WINDSOR HIGH                 | 55,272.00                |
| 046      | Isle of Wight County Public Schools  | 280           | CARRSVILLE ELEM              | 55,710.00                |
| 046      | Isle of Wight County Public Schools  | 320           | HARDY ELEM                   | 55,196.00                |
| 046      | Isle of Wight County Public Schools  | 40            | SMITHFIELD HIGH              | 54,254.00                |
| 046      | Isle of Wight County Public Schools  | 421           | CARROLLTON ELEM              | 52,860.00                |
| 046      | Isle of Wight County Public Schools  | 422           | GEORGIE D. TYLER MIDDLE      | 52,419.00                |
| 046      | Isle of Wight County Public Schools  | 424           | WESTSIDE ELEM                | 53,853.00                |
| 046      | Isle of Wight County Public Schools  | 50            | SMITHFIELD MIDDLE            | 55,853.00                |
| 048      | King George County Public Schools    | 10            | KING GEORGE MIDDLE           | 47,653.00                |
| 048      | King George County Public Schools    | 100           | KING GEORGE ELEM             | 52,682.00                |
| 048      | King George County Public Schools    | 120           | KING GEORGE HIGH             | 51,990.00                |
| 048      | King George County Public Schools    | 221           | SEALSTON ELEM                | 49,630.00                |
| 048      | King George County Public Schools    | 50            | POTOMAC ELEM                 | 51,520.00                |
| 049      | King and Queen County Public Schools | 200           | KING & QUEEN ELEM            | 46,668.67                |
| 049      | King and Queen County Public Schools | 280           | CENTRAL HIGH                 | 45,510.32                |
| 049      | King and Queen County Public Schools | 290           | LAWSON-MARRIOTT ELEM         | 47,545.21                |
| 050      | King William County Public Schools   | 130           | KING WILLIAM HIGH            | 51,077.00                |
| 050      | King William County Public Schools   | 160           | HAMILTON HOLMES MIDDLE       | 48,725.00                |
| 050      | King William County Public Schools   | 180           | ACQUINTON ELEM               | 49,053.00                |

**Virginia Department of Education**

**Average Teacher Salaries by School for School Year 2018-2019**

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, school 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 2018-2019 Salary |
|----------|------------------------------------|---------------|------------------------------|--------------------------|
| 050      | King William County Public Schools | 190           | COOL SPRING PRIMARY          | 49,398.00                |
| 051      | Lancaster County Public Schools    | 10            | LANCASTER HIGH               | 50,808.48                |
| 051      | Lancaster County Public Schools    | 110           | LANCASTER MIDDLE             | 46,526.91                |
| 051      | Lancaster County Public Schools    | 210           | LANCASTER PRIMARY            | 48,069.67                |
| 052      | Lee County Public Schools          | 160           | DRYDEN ELEM                  | 41,505.42                |
| 052      | Lee County Public Schools          | 200           | ST. CHARLES ELEM             | 41,691.36                |
| 052      | Lee County Public Schools          | 290           | PENNINGTON MIDDLE            | 41,425.46                |
| 052      | Lee County Public Schools          | 300           | LEE HIGH                     | 42,245.78                |
| 052      | Lee County Public Schools          | 330           | ELK KNOB ELEM                | 42,024.04                |
| 052      | Lee County Public Schools          | 470           | JONESVILLE MIDDLE            | 43,243.80                |
| 052      | Lee County Public Schools          | 630           | FLATWOODS ELEM               | 39,438.38                |
| 052      | Lee County Public Schools          | 670           | ROSE HILL ELEM               | 39,410.52                |
| 052      | Lee County Public Schools          | 820           | ELYDALE MIDDLE               | 40,051.07                |
| 052      | Lee County Public Schools          | 880           | THOMAS WALKER HIGH           | 41,443.93                |
| 053      | Loudoun County Public Schools      | 10            | SUGARLAND ELEM               | 66,525.16                |
| 053      | Loudoun County Public Schools      | 1000          | DISCOVERY ELEM               | 64,071.28                |
| 053      | Loudoun County Public Schools      | 1030          | MADISON'S TRUST ELEM         | 64,321.25                |
| 053      | Loudoun County Public Schools      | 1040          | TRAILSIDE MIDDLE             | 64,166.42                |
| 053      | Loudoun County Public Schools      | 1050          | RIVERSIDE HIGH               | 71,427.39                |
| 053      | Loudoun County Public Schools      | 1060          | ROCK RIDGE HIGH              | 66,742.42                |
| 053      | Loudoun County Public Schools      | 111           | HILLSBORO CHARTER ACADEMY    | 64,290.45                |
| 053      | Loudoun County Public Schools      | 1120          | BRAMBLETON MIDDLE SCHOOL     | 66,035.58                |
| 053      | Loudoun County Public Schools      | 120           | FREEDOM HIGH                 | 65,440.89                |
| 053      | Loudoun County Public Schools      | 1200          | MIDDLEBURG COMMUNITY CHARTER | 65,715.96                |
| 053      | Loudoun County Public Schools      | 130           | LUCKETTS ELEM                | 71,489.76                |
| 053      | Loudoun County Public Schools      | 140           | POTOMAC FALLS HIGH           | 70,596.80                |
| 053      | Loudoun County Public Schools      | 150           | ALGONKIAN ELEM               | 68,766.03                |
| 053      | Loudoun County Public Schools      | 160           | COOL SPRING ELEM             | 71,362.53                |
| 053      | Loudoun County Public Schools      | 170           | ASHBURN ELEM                 | 69,692.85                |
| 053      | Loudoun County Public Schools      | 180           | ROUND HILL ELEM              | 78,697.58                |
| 053      | Loudoun County Public Schools      | 190           | EVERGREEN MILL ELEM          | 72,572.22                |
| 053      | Loudoun County Public Schools      | 20            | J. LUPTON SIMPSON MIDDLE     | 69,424.49                |
| 053      | Loudoun County Public Schools      | 200           | TUSCARORA HIGH               | 68,475.48                |
| 053      | Loudoun County Public Schools      | 210           | FARMWELL STATION MIDDLE      | 69,940.48                |
| 053      | Loudoun County Public Schools      | 220           | BALL'S BLUFF ELEM            | 73,130.11                |
| 053      | Loudoun County Public Schools      | 230           | HAMILTON ELEM                | 78,199.71                |
| 053      | Loudoun County Public Schools      | 240           | SANDERS CORNER ELEM          | 73,309.31                |
| 053      | Loudoun County Public Schools      | 250           | POTOWMACK ELEM               | 67,589.73                |
| 053      | Loudoun County Public Schools      | 270           | NEWTON-LEE ELEM              | 69,364.29                |
| 053      | Loudoun County Public Schools      | 280           | SYCOLIN CREEK ELEM           | 70,910.26                |
| 053      | Loudoun County Public Schools      | 290           | LINCOLN ELEM                 | 76,745.24                |
| 053      | Loudoun County Public Schools      | 30            | SENECA RIDGE MIDDLE          | 70,147.73                |
| 053      | Loudoun County Public Schools      | 300           | BELMONT STATION ELEM         | 68,343.41                |
| 053      | Loudoun County Public Schools      | 31            | DOMINION HIGH                | 71,144.80                |
| 053      | Loudoun County Public Schools      | 320           | MERCER MIDDLE                | 68,396.15                |
| 053      | Loudoun County Public Schools      | 340           | PINEBROOK ELEM               | 67,235.40                |
| 053      | Loudoun County Public Schools      | 350           | STEUART W. WELLER ELEM       | 67,021.05                |
| 053      | Loudoun County Public Schools      | 360           | WILLARD INTERMEDIATE SCHOOL  | 64,489.14                |
| 053      | Loudoun County Public Schools      | 370           | JOHN CHAMPE HS               | 65,610.50                |
| 053      | Loudoun County Public Schools      | 371           | GOSHEN POST ELEMENTARY       | 62,244.67                |
| 053      | Loudoun County Public Schools      | 380           | MOOREFIELD STATION ELEM      | 68,221.78                |
| 053      | Loudoun County Public Schools      | 40            | ROLLING RIDGE ELEM           | 64,463.43                |
| 053      | Loudoun County Public Schools      | 400           | HILLSIDE ELEM                | 68,248.02                |
| 053      | Loudoun County Public Schools      | 420           | BRIAR WOODS HIGH             | 72,035.74                |
| 053      | Loudoun County Public Schools      | 430           | LEGACY ELEM                  | 72,406.71                |
| 053      | Loudoun County Public Schools      | 450           | BUFFALO TRAIL ELEM           | 65,474.73                |
| 053      | Loudoun County Public Schools      | 460           | CARDINAL RIDGE ELEM          | 62,364.24                |
| 053      | Loudoun County Public Schools      | 470           | DOMINION TRAIL ELEM          | 68,231.65                |
| 053      | Loudoun County Public Schools      | 500           | LOWES ISLAND ELEM            | 63,674.53                |
| 053      | Loudoun County Public Schools      | 510           | ALDIE ELEM                   | 75,575.18                |



**Virginia Department of Education**

**Average Teacher Salaries by School for School Year 2018-2019**

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, school 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 2018-2019 Salary |
|----------|---------------------------------|---------------|---------------------------|--------------------------|
| 053      | Loudoun County Public Schools   | 520           | HARPER PARK MIDDLE        | 73,083.57                |
| 053      | Loudoun County Public Schools   | 530           | FREDERICK DOUGLASS ELEM   | 67,135.17                |
| 053      | Loudoun County Public Schools   | 540           | CREIGHTON'S CORNER ELEM   | 67,350.37                |
| 053      | Loudoun County Public Schools   | 550           | ROSA LEE CARTER ELEM      | 66,318.23                |
| 053      | Loudoun County Public Schools   | 560           | LIBERTY ELEM              | 65,016.12                |
| 053      | Loudoun County Public Schools   | 570           | STONE HILL MIDDLE         | 67,287.57                |
| 053      | Loudoun County Public Schools   | 580           | J MICHAEL LUNSFORD MIDDLE | 66,198.81                |
| 053      | Loudoun County Public Schools   | 590           | WOODGROVE HIGH            | 78,411.19                |
| 053      | Loudoun County Public Schools   | 60            | PARK VIEW HIGH            | 69,259.82                |
| 053      | Loudoun County Public Schools   | 600           | KENNETH W CULBERT ELEM    | 77,055.40                |
| 053      | Loudoun County Public Schools   | 610           | ARCOLA ELEM               | 69,815.12                |
| 053      | Loudoun County Public Schools   | 650           | BANNEKER ELEM             | 70,957.17                |
| 053      | Loudoun County Public Schools   | 660           | LOUDOUN COUNTY HIGH       | 74,405.77                |
| 053      | Loudoun County Public Schools   | 680           | LOUDOUN VALLEY HIGH       | 76,249.42                |
| 053      | Loudoun County Public Schools   | 690           | STERLING ELEM             | 61,392.77                |
| 053      | Loudoun County Public Schools   | 70            | MEADOWLAND ELEM           | 67,886.18                |
| 053      | Loudoun County Public Schools   | 700           | WATERFORD ELEM            | 76,465.16                |
| 053      | Loudoun County Public Schools   | 710           | CATOCTIN ELEM             | 71,202.75                |
| 053      | Loudoun County Public Schools   | 720           | GUILFORD ELEM             | 65,760.43                |
| 053      | Loudoun County Public Schools   | 730           | EMERICK ELEM              | 74,412.71                |
| 053      | Loudoun County Public Schools   | 740           | BROAD RUN HIGH            | 73,935.55                |
| 053      | Loudoun County Public Schools   | 750           | SULLY ELEM                | 64,122.07                |
| 053      | Loudoun County Public Schools   | 760           | STERLING MIDDLE           | 66,674.90                |
| 053      | Loudoun County Public Schools   | 780           | LOVETTSVILLE ELEM         | 73,591.68                |
| 053      | Loudoun County Public Schools   | 790           | BLUE RIDGE MIDDLE         | 76,914.53                |
| 053      | Loudoun County Public Schools   | 80            | LEESBURG ELEM             | 71,735.59                |
| 053      | Loudoun County Public Schools   | 820           | HORIZON ELEM              | 66,046.99                |
| 053      | Loudoun County Public Schools   | 840           | CEDAR LANE ELEM           | 69,301.28                |
| 053      | Loudoun County Public Schools   | 850           | STONE BRIDGE HIGH         | 70,775.57                |
| 053      | Loudoun County Public Schools   | 860           | LITTLE RIVER ELEM         | 65,987.39                |
| 053      | Loudoun County Public Schools   | 870           | SELDENS LANDING ELEM      | 70,269.80                |
| 053      | Loudoun County Public Schools   | 880           | EAGLE RIDGE MIDDLE        | 69,598.16                |
| 053      | Loudoun County Public Schools   | 890           | COUNTRYSIDE ELEM          | 66,388.82                |
| 053      | Loudoun County Public Schools   | 90            | SMART'S MILL MIDDLE       | 68,628.62                |
| 053      | Loudoun County Public Schools   | 900           | HERITAGE HIGH             | 72,564.02                |
| 053      | Loudoun County Public Schools   | 91            | FRANCES HAZEL REID ELEM   | 68,868.89                |
| 053      | Loudoun County Public Schools   | 910           | MILL RUN ELEM             | 69,063.94                |
| 053      | Loudoun County Public Schools   | 921           | HARMONY MIDDLE            | 74,046.76                |
| 053      | Loudoun County Public Schools   | 930           | RIVER BEND MIDDLE         | 68,325.68                |
| 053      | Loudoun County Public Schools   | 940           | BELMONT RIDGE MIDDLE      | 68,988.63                |
| 053      | Loudoun County Public Schools   | 950           | JOHN W. TOLBERT JR. ELEM  | 70,061.65                |
| 053      | Loudoun County Public Schools   | 960           | HUTCHISON FARM ELEM       | 68,408.85                |
| 053      | Loudoun County Public Schools   | 970           | FOREST GROVE ELEM         | 64,295.24                |
| 053      | Loudoun County Public Schools   | 980           | MOUNTAIN VIEW ELEM        | 75,763.19                |
| 054      | Louisa County Public Schools    | 601           | LOUISA COUNTY MIDDLE      | 51,804.00                |
| 054      | Louisa County Public Schools    | 602           | LOUISA COUNTY HIGH        | 52,671.00                |
| 054      | Louisa County Public Schools    | 610           | THOMAS JEFFERSON ELEM     | 51,537.00                |
| 054      | Louisa County Public Schools    | 641           | TREVILIANS ELEM           | 50,305.00                |
| 054      | Louisa County Public Schools    | 660           | JOUETT ELEM               | 50,109.00                |
| 054      | Louisa County Public Schools    | 80            | MOSS-NUCKOLS ELEM         | 48,864.00                |
| 055      | Lunenburg County Public Schools | 140           | VICTORIA ELEM             | 43,069.00                |
| 055      | Lunenburg County Public Schools | 171           | LUNENBURG MIDDLE          | 43,562.33                |
| 055      | Lunenburg County Public Schools | 240           | KENBRIDGE ELEM            | 44,627.94                |
| 055      | Lunenburg County Public Schools | 560           | CENTRAL HIGH              | 44,183.53                |
| 056      | Madison County Public Schools   | 200           | WAVERLY YOWELL ELEM       | 47,328.00                |
| 056      | Madison County Public Schools   | 221           | MADISON COUNTY HIGH       | 49,042.00                |
| 056      | Madison County Public Schools   | 222           | WILLIAM H. WETSEL MIDDLE  | 47,086.00                |
| 056      | Madison County Public Schools   | 230           | MADISON PRIMARY           | 48,521.00                |
| 057      | Mathews County Public Schools   | 100           | THOMAS HUNTER MIDDLE      | 44,380.72                |
| 057      | Mathews County Public Schools   | 190           | MATHEWS HIGH              | 46,842.73                |

**Virginia Department of Education**

**Average Teacher Salaries by School for School Year 2018-2019**

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, school 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 2018-2019 Salary |
|----------|--------------------------------------|---------------|-----------------------------|--------------------------|
| 057      | Mathews County Public Schools        | 291           | LEE-JACKSON ELEM            | 49,710.71                |
| 058      | Mecklenburg County Public Schools    | 1000          | CLARKSVILLE ELEM            | 45,701.19                |
| 058      | Mecklenburg County Public Schools    | 1020          | LACROSSE ELEM               | 44,816.01                |
| 058      | Mecklenburg County Public Schools    | 190           | SOUTH HILL ELEM             | 46,467.06                |
| 058      | Mecklenburg County Public Schools    | 910           | CHASE CITY ELEM             | 45,951.40                |
| 058      | Mecklenburg County Public Schools    | 950           | PARK VIEW MIDDLE            | 43,882.03                |
| 058      | Mecklenburg County Public Schools    | 960           | BLUESTONE MIDDLE            | 44,486.25                |
| 058      | Mecklenburg County Public Schools    | 980           | BLUESTONE HIGH              | 43,187.77                |
| 058      | Mecklenburg County Public Schools    | 990           | PARK VIEW HIGH              | 44,519.85                |
| 059      | Middlesex County Public Schools      | 140           | ST. CLARE WALKER MIDDLE     | 53,228.00                |
| 059      | Middlesex County Public Schools      | 291           | MIDDLESEX ELEM              | 50,281.00                |
| 059      | Middlesex County Public Schools      | 90            | MIDDLESEX HIGH              | 48,787.00                |
| 060      | Montgomery County Public Schools     | 10            | HARDING AVENUE ELEM         | 45,264.81                |
| 060      | Montgomery County Public Schools     | 210           | PRICES FORK ELEM            | 47,013.79                |
| 060      | Montgomery County Public Schools     | 290           | SHAWSVILLE MIDDLE           | 46,753.19                |
| 060      | Montgomery County Public Schools     | 30            | EASTERN MONTGOMERY ELEM     | 46,749.95                |
| 060      | Montgomery County Public Schools     | 600           | FALLING BRANCH ELEM         | 48,721.32                |
| 060      | Montgomery County Public Schools     | 650           | AUBURN HIGH                 | 48,974.62                |
| 060      | Montgomery County Public Schools     | 671           | CHRISTIANSBURG MIDDLE       | 47,517.08                |
| 060      | Montgomery County Public Schools     | 700           | BELVIEW ELEM                | 46,405.49                |
| 060      | Montgomery County Public Schools     | 710           | BLACKSBURG MIDDLE           | 48,070.87                |
| 060      | Montgomery County Public Schools     | 730           | MARGARET BEEKS ELEM         | 46,480.67                |
| 060      | Montgomery County Public Schools     | 740           | CHRISTIANSBURG ELEM         | 45,688.38                |
| 060      | Montgomery County Public Schools     | 750           | GILBERT LINKOUS ELEM        | 46,397.67                |
| 060      | Montgomery County Public Schools     | 760           | BLACKSBURG HIGH             | 49,811.06                |
| 060      | Montgomery County Public Schools     | 770           | CHRISTIANSBURG HIGH         | 48,346.76                |
| 060      | Montgomery County Public Schools     | 780           | CHRISTIANSBURG PRIMARY      | 48,991.65                |
| 060      | Montgomery County Public Schools     | 901           | KIPPS ELEM                  | 47,972.90                |
| 060      | Montgomery County Public Schools     | 902           | AUBURN ELEM                 | 45,858.58                |
| 060      | Montgomery County Public Schools     | 903           | AUBURN MIDDLE               | 46,605.28                |
| 060      | Montgomery County Public Schools     | 904           | EASTERN MONTGOMERY HIGH     | 47,059.94                |
| 062      | Nelson County Public Schools         | 10            | ROCKFISH RIVER ELEM         | 50,824.00                |
| 062      | Nelson County Public Schools         | 20            | TYE RIVER ELEM              | 52,092.00                |
| 062      | Nelson County Public Schools         | 710           | NELSON COUNTY HIGH          | 53,447.00                |
| 062      | Nelson County Public Schools         | 730           | NELSON MIDDLE               | 53,830.00                |
| 063      | New Kent County Public Schools       | 10            | NEW KENT ELEM               | 50,339.00                |
| 063      | New Kent County Public Schools       | 100           | NEW KENT MIDDLE             | 50,311.00                |
| 063      | New Kent County Public Schools       | 180           | GEORGE W. WATKINS ELEM      | 50,543.00                |
| 063      | New Kent County Public Schools       | 20            | NEW KENT HIGH               | 49,647.00                |
| 065      | Northampton County Public Schools    | 350           | NORTHAMPTON HIGH            | 43,565.00                |
| 065      | Northampton County Public Schools    | 360           | NORTHAMPTON MIDDLE          | 40,594.00                |
| 065      | Northampton County Public Schools    | 451           | OCCOHANNOCK ELEM            | 44,490.00                |
| 065      | Northampton County Public Schools    | 452           | KIPTOPEKE ELEM              | 42,370.00                |
| 066      | Northumberland County Public Schools | 210           | NORTHUMBERLAND MIDDLE       | 49,283.00                |
| 066      | Northumberland County Public Schools | 331           | NORTHUMBERLAND ELEM         | 51,389.00                |
| 066      | Northumberland County Public Schools | 40            | NORTHUMBERLAND HIGH         | 49,027.00                |
| 067      | Nottoway County Public Schools       | 300           | NOTTOWAY INTERMEDIATE       | 47,257.67                |
| 067      | Nottoway County Public Schools       | 301           | NOTTOWAY HIGH               | 49,249.25                |
| 067      | Nottoway County Public Schools       | 302           | NOTTOWAY MIDDLE             | 50,191.91                |
| 067      | Nottoway County Public Schools       | 330           | CREWE PRIMARY               | 49,943.14                |
| 067      | Nottoway County Public Schools       | 340           | BLACKSTONE PRIMARY          | 50,009.94                |
| 068      | Orange County Public Schools         | 330           | ORANGE CO. HIGH             | 47,679.00                |
| 068      | Orange County Public Schools         | 340           | PROSPECT HEIGHTS MIDDLE     | 50,451.00                |
| 068      | Orange County Public Schools         | 350           | UNIONVILLE ELEM             | 49,183.00                |
| 068      | Orange County Public Schools         | 360           | GORDON-BARBOR ELEM          | 46,235.00                |
| 068      | Orange County Public Schools         | 370           | ORANGE ELEM                 | 50,740.00                |
| 068      | Orange County Public Schools         | 471           | LOCUST GROVE MIDDLE         | 48,699.00                |
| 068      | Orange County Public Schools         | 50            | LOCUST GROVE ELEM           | 49,226.00                |
| 068      | Orange County Public Schools         | 51            | LOCUST GROVE PRIMARY SCHOOL | 47,986.00                |
| 068      | Orange County Public Schools         | 70            | LIGHTFOOT ELEM              | 47,622.00                |

**Virginia Department of Education**

**Average Teacher Salaries by School for School Year 2018-2019**

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, school 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 2018-2019 Salary |
|----------|--------------------------------------|---------------|-----------------------------|--------------------------|
| 069      | Page County Public Schools           | 110           | LURAY HIGH                  | 48,887.79                |
| 069      | Page County Public Schools           | 210           | STANLEY ELEM                | 46,095.26                |
| 069      | Page County Public Schools           | 310           | SHENANDOAH ELEM             | 45,916.06                |
| 069      | Page County Public Schools           | 350           | LURAY ELEM                  | 46,905.32                |
| 069      | Page County Public Schools           | 380           | PAGE COUNTY HIGH            | 49,156.86                |
| 069      | Page County Public Schools           | 390           | PAGE COUNTY MIDDLE          | 46,099.94                |
| 069      | Page County Public Schools           | 400           | LURAY MIDDLE                | 47,383.52                |
| 069      | Page County Public Schools           | 50            | SPRINGFIELD ELEM            | 43,872.67                |
| 070      | Patrick County Public Schools        | 150           | MEADOWS OF DAN ELEM         | 39,987.00                |
| 070      | Patrick County Public Schools        | 320           | STUART ELEM                 | 43,820.00                |
| 070      | Patrick County Public Schools        | 350           | HARDIN REYNOLDS ELEM        | 40,491.00                |
| 070      | Patrick County Public Schools        | 440           | BLUE RIDGE ELEM             | 41,576.00                |
| 070      | Patrick County Public Schools        | 680           | PATRICK SPRINGS ELEM        | 43,436.00                |
| 070      | Patrick County Public Schools        | 700           | PATRICK COUNTY HIGH         | 43,563.00                |
| 070      | Patrick County Public Schools        | 80            | WOOLWINE ELEM               | 43,117.00                |
| 071      | Pittsylvania County Public Schools   | 1090          | DAN RIVER MIDDLE            | 43,486.80                |
| 071      | Pittsylvania County Public Schools   | 1130          | TUNSTALL MIDDLE             | 46,260.38                |
| 071      | Pittsylvania County Public Schools   | 1460          | SOUTHSIDE ELEM              | 43,687.68                |
| 071      | Pittsylvania County Public Schools   | 1660          | CHATHAM MIDDLE              | 45,892.85                |
| 071      | Pittsylvania County Public Schools   | 1680          | DAN RIVER HIGH              | 43,907.43                |
| 071      | Pittsylvania County Public Schools   | 1690          | KENTUCK ELEM                | 45,418.03                |
| 071      | Pittsylvania County Public Schools   | 1700          | GRETNA HIGH                 | 45,427.08                |
| 071      | Pittsylvania County Public Schools   | 1710          | STONY MILL ELEM             | 44,321.66                |
| 071      | Pittsylvania County Public Schools   | 1720          | CHATHAM HIGH                | 43,728.15                |
| 071      | Pittsylvania County Public Schools   | 1730          | TUNSTALL HIGH               | 44,859.88                |
| 071      | Pittsylvania County Public Schools   | 1740          | UNION HALL ELEM             | 46,135.45                |
| 071      | Pittsylvania County Public Schools   | 1750          | MT. AIRY ELEM               | 45,845.78                |
| 071      | Pittsylvania County Public Schools   | 1851          | TWIN SPRINGS ELEM           | 46,908.42                |
| 071      | Pittsylvania County Public Schools   | 1853          | BROSVILLE ELEM              | 46,104.14                |
| 071      | Pittsylvania County Public Schools   | 280           | GRETNA ELEM                 | 46,293.88                |
| 071      | Pittsylvania County Public Schools   | 290           | GRETNA MIDDLE               | 45,292.05                |
| 071      | Pittsylvania County Public Schools   | 30            | JOHN L. HURT ELEM           | 48,324.10                |
| 071      | Pittsylvania County Public Schools   | 640           | CHATHAM ELEM                | 44,211.67                |
| 072      | Powhatan County Public Schools       | 11            | POWHATAN HIGH               | 51,635.00                |
| 072      | Powhatan County Public Schools       | 13            | POWHATAN ELEM               | 49,498.00                |
| 072      | Powhatan County Public Schools       | 130           | POWHATAN MIDDLE             | 51,396.00                |
| 072      | Powhatan County Public Schools       | 21            | FLAT ROCK ELEM              | 50,116.00                |
| 072      | Powhatan County Public Schools       | 231           | POCAHONTAS ELEM             | 51,811.00                |
| 073      | Prince Edward County Public Schools  | 10            | PRINCE EDWARD ELEM          | 45,845.00                |
| 073      | Prince Edward County Public Schools  | 20            | PRINCE EDWARD MIDDLE        | 42,231.00                |
| 073      | Prince Edward County Public Schools  | 400           | PRINCE EDWARD COUNTY HIGH   | 43,780.00                |
| 074      | Prince George County Public Schools  | 20            | PRINCE GEORGE HIGH          | 55,502.00                |
| 074      | Prince George County Public Schools  | 280           | WILLIAM A. WALTON ELEM      | 56,103.00                |
| 074      | Prince George County Public Schools  | 290           | NORTH ELEM                  | 60,081.00                |
| 074      | Prince George County Public Schools  | 300           | SOUTH ELEM                  | 56,980.00                |
| 074      | Prince George County Public Schools  | 310           | L.L. BEAZLEY ELEM           | 57,779.00                |
| 074      | Prince George County Public Schools  | 320           | J.E.J. MOORE MIDDLE         | 58,765.00                |
| 074      | Prince George County Public Schools  | 340           | DAVID A. HARRISON ELEM      | 58,405.00                |
| 075      | Prince William County Public Schools | 1060          | PATRIOT HIGH                | 66,599.07                |
| 075      | Prince William County Public Schools | 110           | PINEY BRANCH ELEM           | 65,954.24                |
| 075      | Prince William County Public Schools | 120           | ENTERPRISE ELEM             | 62,899.74                |
| 075      | Prince William County Public Schools | 130           | JOHN F. PATTIE SR. ELEM     | 63,485.57                |
| 075      | Prince William County Public Schools | 140           | POTOMAC HIGH                | 65,033.86                |
| 075      | Prince William County Public Schools | 150           | THE NOKESVILLE SCHOOL       | 67,577.51                |
| 075      | Prince William County Public Schools | 160           | MARTIN LUTHER KING JR. ELEM | 64,274.89                |
| 075      | Prince William County Public Schools | 170           | POTOMAC MIDDLE              | 64,694.58                |
| 075      | Prince William County Public Schools | 180           | LAKE RIDGE ELEM             | 59,803.17                |
| 075      | Prince William County Public Schools | 190           | WOODBINE PRE-SCHOOL CENTER  | 71,819.57                |
| 075      | Prince William County Public Schools | 20            | SUDLEY ELEM                 | 65,153.30                |
| 075      | Prince William County Public Schools | 200           | ASHLAND ELEM                | 64,420.38                |

**Virginia Department of Education**

**Average Teacher Salaries by School for School Year 2018-2019**

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, school 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 2018-2019 Salary |
|----------|--------------------------------------|---------------|------------------------------------|--------------------------|
| 075      | Prince William County Public Schools | 220           | J.W. ALVEY ELEM                    | 65,845.75                |
| 075      | Prince William County Public Schools | 231           | MARY G. PORTER TRADITIONAL         | 64,632.42                |
| 075      | Prince William County Public Schools | 240           | MARY WILLIAMS ELEM                 | 63,651.85                |
| 075      | Prince William County Public Schools | 250           | HAYMARKET ELEM                     | 65,064.00                |
| 075      | Prince William County Public Schools | 260           | OCCOQUAN ELEM                      | 61,462.74                |
| 075      | Prince William County Public Schools | 270           | SUELLA G. ELLIS ELEM               | 59,026.98                |
| 075      | Prince William County Public Schools | 280           | DUMFRIES ELEM                      | 63,327.09                |
| 075      | Prince William County Public Schools | 290           | BATTLEFIELD HIGH                   | 66,335.73                |
| 075      | Prince William County Public Schools | 30            | MINNIEVILLE ELEM                   | 62,925.33                |
| 075      | Prince William County Public Schools | 300           | FREEDOM HIGH                       | 68,313.45                |
| 075      | Prince William County Public Schools | 306           | KYLE R. WILSON ELEMENTARY SCHOOL   | 59,057.92                |
| 075      | Prince William County Public Schools | 309           | COVINGTON-HARPER ELEMENTARY SCHOOL | 62,743.59                |
| 075      | Prince William County Public Schools | 310           | RONALD WILSON REAGAN MIDDLE        | 63,882.12                |
| 075      | Prince William County Public Schools | 320           | SPRINGWOODS ELEM                   | 67,057.28                |
| 075      | Prince William County Public Schools | 330           | A. HENDERSON ELEM                  | 59,383.55                |
| 075      | Prince William County Public Schools | 340           | GLENKIRK ELEM                      | 66,710.38                |
| 075      | Prince William County Public Schools | 350           | YORKSHIRE ELEM                     | 58,091.46                |
| 075      | Prince William County Public Schools | 360           | SAMUEL L. GRAVELY JR. ELEM SCH     | 63,980.80                |
| 075      | Prince William County Public Schools | 370           | FANNIE W. FITZGERALD ELEM          | 61,216.81                |
| 075      | Prince William County Public Schools | 380           | HERBERT J. SAUNDERS MIDDLE         | 68,545.58                |
| 075      | Prince William County Public Schools | 390           | VICTORY ELEM                       | 61,021.98                |
| 075      | Prince William County Public Schools | 40            | ROCKLEDGE ELEM                     | 59,756.90                |
| 075      | Prince William County Public Schools | 430           | TRIANGLE ELEM                      | 63,057.17                |
| 075      | Prince William County Public Schools | 440           | R. DEAN KILBY ELEM                 | 58,243.58                |
| 075      | Prince William County Public Schools | 450           | FEATHERSTONE ELEM                  | 61,256.42                |
| 075      | Prince William County Public Schools | 460           | LOCH LOMOND ELEM                   | 61,625.29                |
| 075      | Prince William County Public Schools | 470           | T CLAY WOOD ELEM                   | 66,369.29                |
| 075      | Prince William County Public Schools | 480           | STONEWALL MIDDLE                   | 64,338.74                |
| 075      | Prince William County Public Schools | 490           | E.H. MARSTELLER MIDDLE             | 71,063.39                |
| 075      | Prince William County Public Schools | 500           | SIGNAL HILL ELEM                   | 64,323.17                |
| 075      | Prince William County Public Schools | 501           | PARKSIDE MIDDLE                    | 62,630.18                |
| 075      | Prince William County Public Schools | 5010          | CHARLES J COLGAN SR HIGH           | 64,514.14                |
| 075      | Prince William County Public Schools | 510           | GRAHAM PARK MIDDLE                 | 65,314.92                |
| 075      | Prince William County Public Schools | 520           | FRED M. LYNN MIDDLE                | 59,661.43                |
| 075      | Prince William County Public Schools | 530           | BRENTSVILLE DISTRICT HIGH          | 67,363.86                |
| 075      | Prince William County Public Schools | 540           | WEST GATE ELEM                     | 59,835.12                |
| 075      | Prince William County Public Schools | 550           | POTOMAC VIEW ELEM                  | 58,919.33                |
| 075      | Prince William County Public Schools | 560           | WOODBIDGE MIDDLE                   | 61,589.38                |
| 075      | Prince William County Public Schools | 570           | MARUMSCO HILLS ELEM                | 64,165.89                |
| 075      | Prince William County Public Schools | 580           | ELIZABETH VAUGHAN ELEM             | 63,492.17                |
| 075      | Prince William County Public Schools | 591           | RIPPON MIDDLE                      | 62,587.34                |
| 075      | Prince William County Public Schools | 60            | WOODBIDGE HIGH                     | 65,861.65                |
| 075      | Prince William County Public Schools | 600           | BELMONT ELEM                       | 57,534.71                |
| 075      | Prince William County Public Schools | 610           | DALE CITY ELEM                     | 63,354.48                |
| 075      | Prince William County Public Schools | 620           | C.A. SINCLAIR ELEM                 | 63,771.06                |
| 075      | Prince William County Public Schools | 630           | GEORGE G. TYLER ELEM               | 66,332.97                |
| 075      | Prince William County Public Schools | 640           | GEORGE M. HAMPTON MIDDLE           | 63,186.82                |
| 075      | Prince William County Public Schools | 660           | COLES ELEM                         | 63,899.39                |
| 075      | Prince William County Public Schools | 670           | BEL AIR ELEM                       | 64,517.80                |
| 075      | Prince William County Public Schools | 680           | STONEWALL JACKSON HIGH             | 66,270.90                |
| 075      | Prince William County Public Schools | 690           | GAR-FIELD HIGH                     | 66,985.00                |
| 075      | Prince William County Public Schools | 70            | KERRYDALE ELEM                     | 64,698.48                |
| 075      | Prince William County Public Schools | 700           | NEABSCO ELEM                       | 60,199.73                |
| 075      | Prince William County Public Schools | 710           | C.D. HYLTON HIGH                   | 68,647.95                |
| 075      | Prince William County Public Schools | 720           | LAKE RIDGE MIDDLE                  | 61,216.05                |
| 075      | Prince William County Public Schools | 730           | SHARON C. MCAULIFFE ELEM           | 65,900.91                |
| 075      | Prince William County Public Schools | 740           | WESTRIDGE ELEM                     | 61,294.98                |
| 075      | Prince William County Public Schools | 750           | RIVER OAKS ELEM                    | 62,796.88                |
| 075      | Prince William County Public Schools | 760           | ANTIETAM ELEM                      | 62,700.97                |
| 075      | Prince William County Public Schools | 770           | GEORGE P. MULLEN ELEM              | 64,104.51                |

**Virginia Department of Education**

**Average Teacher Salaries by School for School Year 2018-2019**

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, school 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 2018-2019 Salary |
|----------|--------------------------------------|---------------|--------------------------|--------------------------|
| 075      | Prince William County Public Schools | 780           | STUART M. BEVILLE MIDDLE | 66,579.92                |
| 075      | Prince William County Public Schools | 790           | THURGOOD MARSHALL ELEM   | 60,645.37                |
| 075      | Prince William County Public Schools | 80            | OSBOURN PARK HIGH        | 68,258.58                |
| 075      | Prince William County Public Schools | 800           | MONTCLAIR ELEM           | 59,121.94                |
| 075      | Prince William County Public Schools | 810           | MOUNTAIN VIEW ELEM       | 69,655.27                |
| 075      | Prince William County Public Schools | 820           | OLD BRIDGE ELEM          | 67,010.48                |
| 075      | Prince William County Public Schools | 830           | LEESYLVANIA ELEM         | 62,054.66                |
| 075      | Prince William County Public Schools | 840           | BENNETT ELEM             | 63,206.79                |
| 075      | Prince William County Public Schools | 850           | SONNIE PENN ELEM         | 66,250.37                |
| 075      | Prince William County Public Schools | 860           | BRISTOW RUN ELEM         | 69,752.01                |
| 075      | Prince William County Public Schools | 870           | FOREST PARK HIGH         | 66,645.71                |
| 075      | Prince William County Public Schools | 880           | LOUISE A. BENTON MIDDLE  | 67,179.58                |
| 075      | Prince William County Public Schools | 890           | SWANS CREEK ELEM         | 65,263.98                |
| 075      | Prince William County Public Schools | 900           | CEDAR POINT ELEM         | 70,395.08                |
| 075      | Prince William County Public Schools | 920           | BULL RUN MIDDLE          | 69,697.05                |
| 075      | Prince William County Public Schools | 941           | ROSA PARKS ELEM          | 64,759.41                |
| 075      | Prince William County Public Schools | 945           | PENNINGTON               | 69,480.87                |
| 075      | Prince William County Public Schools | 950           | BUCKLAND MILLS ELEM      | 67,950.02                |
| 075      | Prince William County Public Schools | 960           | GAINESVILLE MIDDLE       | 66,404.22                |
| 075      | Prince William County Public Schools | 970           | CHRIS YUNG ELEM          | 61,434.33                |
| 077      | Pulaski County Public Schools        | 10            | PULASKI COUNTY SR. HIGH  | 45,360.00                |
| 077      | Pulaski County Public Schools        | 20            | CRITZER ELEM             | 44,775.00                |
| 077      | Pulaski County Public Schools        | 230           | PULASKI ELEM             | 44,792.00                |
| 077      | Pulaski County Public Schools        | 430           | SNOWVILLE ELEM           | 48,806.00                |
| 077      | Pulaski County Public Schools        | 460           | PULASKI MIDDLE           | 42,270.00                |
| 077      | Pulaski County Public Schools        | 500           | RIVERLAWN ELEM           | 44,461.00                |
| 077      | Pulaski County Public Schools        | 530           | DUBLIN MIDDLE            | 43,254.00                |
| 077      | Pulaski County Public Schools        | 540           | DUBLIN ELEM              | 49,171.00                |
| 078      | Rappahannock County Public Schools   | 230           | RAPPAHANNOCK CO. HIGH    | 51,497.00                |
| 078      | Rappahannock County Public Schools   | 240           | RAPPAHANNOCK COUNTY ELEM | 53,571.00                |
| 079      | Richmond County Public Schools       | 20            | RICHMOND COUNTY ELEM     | 46,942.00                |
| 079      | Richmond County Public Schools       | 210           | RAPPAHANNOCK HIGH        | 52,097.00                |
| 080      | Roanoke County Public Schools        | 10            | HIDDEN VALLEY MIDDLE     | 51,455.68                |
| 080      | Roanoke County Public Schools        | 180           | BURLINGTON ELEM          | 48,025.81                |
| 080      | Roanoke County Public Schools        | 232           | WILLIAM BYRD MIDDLE      | 49,344.62                |
| 080      | Roanoke County Public Schools        | 290           | MT. PLEASANT ELEM        | 48,881.67                |
| 080      | Roanoke County Public Schools        | 330           | CLEARBROOK ELEM          | 49,427.07                |
| 080      | Roanoke County Public Schools        | 40            | FORT LEWIS ELEM          | 48,514.26                |
| 080      | Roanoke County Public Schools        | 420           | BACK CREEK ELEM          | 48,359.31                |
| 080      | Roanoke County Public Schools        | 470           | CAVE SPRING HIGH         | 49,849.76                |
| 080      | Roanoke County Public Schools        | 480           | OAK GROVE ELEM           | 49,370.19                |
| 080      | Roanoke County Public Schools        | 490           | GLENVAR ELEM             | 49,109.50                |
| 080      | Roanoke County Public Schools        | 50            | PENN FOREST ELEM         | 49,863.30                |
| 080      | Roanoke County Public Schools        | 500           | MOUNTAIN VIEW ELEM       | 50,114.43                |
| 080      | Roanoke County Public Schools        | 520           | NORTHSIDE HIGH           | 48,767.27                |
| 080      | Roanoke County Public Schools        | 530           | MASON'S COVE ELEM        | 48,911.38                |
| 080      | Roanoke County Public Schools        | 540           | HERMAN L. HORN ELEM      | 46,197.81                |
| 080      | Roanoke County Public Schools        | 560           | CAVE SPRING ELEM         | 49,761.71                |
| 080      | Roanoke County Public Schools        | 60            | W.E. CUNDIFF ELEM        | 45,686.34                |
| 080      | Roanoke County Public Schools        | 600           | GREEN VALLEY ELEM        | 48,559.51                |
| 080      | Roanoke County Public Schools        | 610           | GLENVAR HIGH             | 48,948.50                |
| 080      | Roanoke County Public Schools        | 620           | CAVE SPRING MIDDLE       | 49,962.41                |
| 080      | Roanoke County Public Schools        | 630           | WILLIAM BYRD HIGH        | 49,802.62                |
| 080      | Roanoke County Public Schools        | 640           | NORTHSIDE MIDDLE         | 48,099.06                |
| 080      | Roanoke County Public Schools        | 650           | GLEN COVE ELEM           | 48,579.71                |
| 080      | Roanoke County Public Schools        | 751           | GLENVAR MIDDLE           | 48,764.42                |
| 080      | Roanoke County Public Schools        | 752           | BONSACK ELEM             | 49,660.63                |
| 080      | Roanoke County Public Schools        | 754           | HIDDEN VALLEY HIGH       | 51,626.72                |
| 081      | Rockbridge County Public Schools     | 150           | FAIRFIELD ELEM           | 50,496.00                |
| 081      | Rockbridge County Public Schools     | 22            | ROCKBRIDGE COUNTY HIGH   | 47,852.00                |

**Virginia Department of Education**  
**Average Teacher Salaries by School for School Year 2018-2019**

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, school 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 2018-2019 Salary |
|----------|----------------------------------|---------------|-------------------------------|--------------------------|
| 081      | Rockbridge County Public Schools | 340           | MOUNTAIN VIEW ELEM            | 51,131.00                |
| 081      | Rockbridge County Public Schools | 641           | NATURAL BRIDGE ELEM           | 48,040.00                |
| 081      | Rockbridge County Public Schools | 650           | CENTRAL ELEM                  | 50,106.00                |
| 081      | Rockbridge County Public Schools | 678           | MAURY RIVER MIDDLE            | 50,244.00                |
| 082      | Rockingham County Public Schools | 10            | PLAINS ELEM                   | 49,425.39                |
| 082      | Rockingham County Public Schools | 1071          | JOHN C. MYERS ELEM            | 49,012.84                |
| 082      | Rockingham County Public Schools | 1073          | PEAK VIEW ELEM                | 48,723.58                |
| 082      | Rockingham County Public Schools | 20            | SPOTSWOOD HIGH                | 49,501.02                |
| 082      | Rockingham County Public Schools | 360           | LINVILLE-EDOM ELEM            | 48,170.77                |
| 082      | Rockingham County Public Schools | 390           | RIVER BEND ELEM               | 49,968.28                |
| 082      | Rockingham County Public Schools | 391           | EAST ROCKINGHAM HIGH          | 51,523.09                |
| 082      | Rockingham County Public Schools | 400           | ELKTON ELEM                   | 49,999.97                |
| 082      | Rockingham County Public Schools | 500           | LACEY SPRING ELEM             | 50,402.57                |
| 082      | Rockingham County Public Schools | 520           | MOUNTAIN VIEW ELEM            | 49,301.55                |
| 082      | Rockingham County Public Schools | 600           | MCGAHEYSVILLE ELEM            | 51,122.63                |
| 082      | Rockingham County Public Schools | 830           | SOUTH RIVER ELEM              | 50,559.89                |
| 082      | Rockingham County Public Schools | 850           | TURNER ASHBY HIGH             | 51,709.82                |
| 082      | Rockingham County Public Schools | 860           | MONTEVIDEO MIDDLE             | 49,522.19                |
| 082      | Rockingham County Public Schools | 861           | CUB RUN ELEM                  | 49,528.22                |
| 082      | Rockingham County Public Schools | 870           | BROADWAY HIGH                 | 51,200.66                |
| 082      | Rockingham County Public Schools | 890           | WILBUR S. PENCE MIDDLE        | 49,903.69                |
| 082      | Rockingham County Public Schools | 900           | ELKTON MIDDLE                 | 48,665.24                |
| 082      | Rockingham County Public Schools | 920           | OTTOBINE ELEM                 | 50,074.35                |
| 082      | Rockingham County Public Schools | 940           | FULKS RUN ELEM                | 52,484.20                |
| 082      | Rockingham County Public Schools | 950           | PLEASANT VALLEY ELEM          | 51,323.01                |
| 082      | Rockingham County Public Schools | 960           | J. FRANK HILLYARD MIDDLE      | 49,344.30                |
| 082      | Rockingham County Public Schools | 970           | JOHN W. WAYLAND ELEM          | 49,723.08                |
| 083      | Russell County Public Schools    | 140           | LEBANON HIGH                  | 43,478.60                |
| 083      | Russell County Public Schools    | 390           | LEBANON PRIMARY               | 41,149.54                |
| 083      | Russell County Public Schools    | 410           | LEBANON ELEM                  | 38,531.96                |
| 083      | Russell County Public Schools    | 540           | HONAKER HIGH                  | 43,219.50                |
| 083      | Russell County Public Schools    | 580           | BELFAST ELK GARDEN ELEM       | 41,870.83                |
| 083      | Russell County Public Schools    | 710           | SWORDS CREEK ELEM             | 41,702.87                |
| 083      | Russell County Public Schools    | 791           | CASTLEWOOD HIGH               | 43,403.73                |
| 083      | Russell County Public Schools    | 792           | CASTLEWOOD ELEM               | 37,028.08                |
| 083      | Russell County Public Schools    | 820           | COPPER CREEK ELEM             | 39,516.94                |
| 083      | Russell County Public Schools    | 890           | HONAKER ELEM                  | 42,153.92                |
| 083      | Russell County Public Schools    | 902           | LEBANON MIDDLE                | 41,264.40                |
| 084      | Scott County Public Schools      | 102           | FORT BLACKMORE PRIMARY        | 46,725.00                |
| 084      | Scott County Public Schools      | 20            | RYE COVE INTERMEDIATE         | 45,966.00                |
| 084      | Scott County Public Schools      | 220           | NICKELSVILLE ELEM             | 45,522.00                |
| 084      | Scott County Public Schools      | 260           | RYE COVE HIGH                 | 46,475.00                |
| 084      | Scott County Public Schools      | 42            | DUNGANNON INTERMEDIATE        | 44,634.00                |
| 084      | Scott County Public Schools      | 641           | SHOEMAKER ELEM                | 44,606.00                |
| 084      | Scott County Public Schools      | 670           | HILTON ELEM                   | 47,006.00                |
| 084      | Scott County Public Schools      | 740           | WEBER CITY ELEM               | 42,925.00                |
| 084      | Scott County Public Schools      | 750           | DUFFIELD-PATTONSVILLE PRIMARY | 45,310.00                |
| 084      | Scott County Public Schools      | 770           | GATE CITY HIGH                | 47,355.00                |
| 084      | Scott County Public Schools      | 771           | GATE CITY MIDDLE              | 44,739.00                |
| 084      | Scott County Public Schools      | 780           | TWIN SPRINGS HIGH             | 48,773.00                |
| 084      | Scott County Public Schools      | 790           | YUMA ELEM                     | 44,017.00                |
| 085      | Shenandoah County Public Schools | 20            | W.W. ROBINSON ELEM            | 50,711.00                |
| 085      | Shenandoah County Public Schools | 30            | PETER MUHLENBERG MIDDLE       | 50,230.00                |
| 085      | Shenandoah County Public Schools | 40            | NORTH FORK MIDDLE             | 52,322.00                |
| 085      | Shenandoah County Public Schools | 50            | SIGNAL KNOB MIDDLE            | 49,418.00                |
| 085      | Shenandoah County Public Schools | 770           | STRASBURG HIGH                | 48,937.00                |
| 085      | Shenandoah County Public Schools | 780           | CENTRAL HIGH                  | 50,103.00                |
| 085      | Shenandoah County Public Schools | 790           | STONEWALL JACKSON HIGH        | 50,900.00                |
| 085      | Shenandoah County Public Schools | 810           | SANDY HOOK ELEM               | 50,672.00                |
| 085      | Shenandoah County Public Schools | 820           | ASHBY LEE ELEM                | 49,890.00                |

**Virginia Department of Education**

**Average Teacher Salaries by School for School Year 2018-2019**

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, school 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 2018-2019 Salary |
|----------|------------------------------------|---------------|---------------------------|--------------------------|
| 086      | Smyth County Public Schools        | 120           | NORTHWOOD MIDDLE          | 50,890.50                |
| 086      | Smyth County Public Schools        | 250           | NORTHWOOD HIGH            | 44,466.20                |
| 086      | Smyth County Public Schools        | 290           | ATKINS ELEM               | 45,208.33                |
| 086      | Smyth County Public Schools        | 460           | CHILHOWIE HIGH            | 44,647.03                |
| 086      | Smyth County Public Schools        | 555           | SUGAR GROVE ELEM          | 42,978.00                |
| 086      | Smyth County Public Schools        | 680           | MARION MIDDLE             | 41,990.84                |
| 086      | Smyth County Public Schools        | 690           | OAK POINT ELEM            | 44,105.87                |
| 086      | Smyth County Public Schools        | 700           | MARION SENIOR HIGH        | 40,877.31                |
| 086      | Smyth County Public Schools        | 710           | MARION ELEM               | 45,159.50                |
| 086      | Smyth County Public Schools        | 720           | RICH VALLEY ELEM          | 49,431.69                |
| 086      | Smyth County Public Schools        | 730           | CHILHOWIE ELEM            | 44,376.41                |
| 086      | Smyth County Public Schools        | 740           | SALTVILLE ELEM            | 47,810.95                |
| 086      | Smyth County Public Schools        | 851           | CHILHOWIE MIDDLE          | 44,367.30                |
| 087      | Southampton County Public Schools  | 10            | NOTTOWAY ELEM             | 45,229.00                |
| 087      | Southampton County Public Schools  | 20            | MEHERRIN ELEM             | 46,927.00                |
| 087      | Southampton County Public Schools  | 690           | SOUTHAMPTON HIGH          | 49,906.00                |
| 087      | Southampton County Public Schools  | 700           | SOUTHAMPTON MIDDLE        | 47,475.00                |
| 087      | Southampton County Public Schools  | 710           | CAPRON ELEM               | 47,397.00                |
| 087      | Southampton County Public Schools  | 780           | RIVERDALE ELEM            | 46,634.00                |
| 088      | Spotsylvania County Public Schools | 10            | BATTLEFIELD ELEM          | 57,196.83                |
| 088      | Spotsylvania County Public Schools | 130           | ROBERT E. LEE ELEM        | 54,346.83                |
| 088      | Spotsylvania County Public Schools | 20            | COURTLAND HIGH            | 55,666.03                |
| 088      | Spotsylvania County Public Schools | 22            | COURTLAND ELEM            | 55,706.28                |
| 088      | Spotsylvania County Public Schools | 220           | POST OAK MIDDLE           | 52,799.24                |
| 088      | Spotsylvania County Public Schools | 30            | LEE HILL ELEM             | 52,989.88                |
| 088      | Spotsylvania County Public Schools | 330           | SPOTSYLVANIA MIDDLE       | 55,724.98                |
| 088      | Spotsylvania County Public Schools | 340           | BERKELEY ELEM             | 55,890.95                |
| 088      | Spotsylvania County Public Schools | 350           | LIVINGSTON ELEM           | 53,047.50                |
| 088      | Spotsylvania County Public Schools | 360           | SPOTSWOOD ELEM            | 53,601.31                |
| 088      | Spotsylvania County Public Schools | 370           | SPOTSYLVANIA HIGH         | 53,950.15                |
| 088      | Spotsylvania County Public Schools | 381           | CHANCELLOR HIGH           | 55,756.27                |
| 088      | Spotsylvania County Public Schools | 382           | CHANCELLOR MIDDLE         | 52,448.96                |
| 088      | Spotsylvania County Public Schools | 390           | SMITH STATION ELEM        | 53,742.55                |
| 088      | Spotsylvania County Public Schools | 40            | CHANCELLOR ELEM           | 54,637.85                |
| 088      | Spotsylvania County Public Schools | 400           | BROCK ROAD ELEM           | 54,238.40                |
| 088      | Spotsylvania County Public Schools | 50            | BATTLEFIELD MIDDLE        | 52,451.56                |
| 088      | Spotsylvania County Public Schools | 501           | COURTHOUSE RD ELEM        | 49,790.52                |
| 088      | Spotsylvania County Public Schools | 502           | THORNBURG MIDDLE          | 51,913.91                |
| 088      | Spotsylvania County Public Schools | 503           | RIVERVIEW ELEM            | 52,615.41                |
| 088      | Spotsylvania County Public Schools | 504           | WILDERNESS ELEM           | 56,369.61                |
| 088      | Spotsylvania County Public Schools | 505           | NI RIVER MIDDLE           | 54,168.13                |
| 088      | Spotsylvania County Public Schools | 506           | MASSAPONAX HIGH           | 53,318.84                |
| 088      | Spotsylvania County Public Schools | 507           | HARRISON ROAD ELEM        | 50,939.76                |
| 088      | Spotsylvania County Public Schools | 508           | PARKSIDE ELEM             | 54,207.64                |
| 088      | Spotsylvania County Public Schools | 509           | FREEDOM MIDDLE            | 53,170.22                |
| 088      | Spotsylvania County Public Schools | 510           | RIVERBEND HIGH            | 53,264.27                |
| 088      | Spotsylvania County Public Schools | 511           | CEDAR FOREST ELEM         | 53,403.42                |
| 088      | Spotsylvania County Public Schools | 60            | SALEM ELEM                | 51,772.89                |
| 089      | Stafford County Public Schools     | 10            | EDWARD E. DREW JR. MIDDLE | 53,867.50                |
| 089      | Stafford County Public Schools     | 111           | STAFFORD ELEM             | 54,284.19                |
| 089      | Stafford County Public Schools     | 112           | STAFFORD MIDDLE           | 54,293.68                |
| 089      | Stafford County Public Schools     | 162           | T. BENTON GAYLE MIDDLE    | 58,600.39                |
| 089      | Stafford County Public Schools     | 20            | STAFFORD SR. HIGH         | 60,700.52                |
| 089      | Stafford County Public Schools     | 230           | FERRY FARM ELEM           | 58,145.98                |
| 089      | Stafford County Public Schools     | 250           | HARTWOOD ELEM             | 53,248.53                |
| 089      | Stafford County Public Schools     | 260           | ANNE E. MONCURE ELEM      | 55,103.09                |
| 089      | Stafford County Public Schools     | 270           | GRAFTON VILLAGE ELEM      | 57,553.24                |
| 089      | Stafford County Public Schools     | 280           | FALMOUTH ELEM             | 53,504.43                |
| 089      | Stafford County Public Schools     | 30            | NORTH STAFFORD HIGH       | 55,631.92                |
| 089      | Stafford County Public Schools     | 300           | PARK RIDGE ELEM           | 54,493.91                |

**Virginia Department of Education**

**Average Teacher Salaries by School for School Year 2018-2019**

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, school 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 2018-2019 Salary |
|----------|----------------------------------|---------------|--------------------------------------|--------------------------|
| 089      | Stafford County Public Schools   | 320           | HAMPTON OAKS ELEM                    | 52,212.46                |
| 089      | Stafford County Public Schools   | 40            | ANDREW G. WRIGHT MIDDLE              | 56,477.74                |
| 089      | Stafford County Public Schools   | 41            | GARRISONVILLE ELEM                   | 58,910.88                |
| 089      | Stafford County Public Schools   | 421           | BROOKE POINT HIGH                    | 56,556.57                |
| 089      | Stafford County Public Schools   | 422           | H.H. POOLE MIDDLE                    | 56,714.75                |
| 089      | Stafford County Public Schools   | 423           | WINDING CREEK ELEM                   | 51,919.50                |
| 089      | Stafford County Public Schools   | 424           | COLONIAL FORGE HIGH                  | 57,357.30                |
| 089      | Stafford County Public Schools   | 425           | ROCKY RUN ELEM                       | 54,380.85                |
| 089      | Stafford County Public Schools   | 426           | RODNEY E. THOMPSON MIDDLE            | 55,370.77                |
| 089      | Stafford County Public Schools   | 427           | KATE WALLER BARRETT ELEM             | 52,531.81                |
| 089      | Stafford County Public Schools   | 429           | MARGARET BRENT ELEM                  | 52,691.60                |
| 089      | Stafford County Public Schools   | 430           | MOUNTAIN VIEW HIGH                   | 56,146.34                |
| 089      | Stafford County Public Schools   | 431           | CONWAY ELEM                          | 54,539.93                |
| 089      | Stafford County Public Schools   | 432           | DONALD B. DIXON-LYLE R. SMITH MIDDLE | 59,248.63                |
| 089      | Stafford County Public Schools   | 433           | ANTHONY BURNS ELEM                   | 50,577.10                |
| 089      | Stafford County Public Schools   | 440           | SHIRLEY C. HEIM MIDDLE               | 53,710.61                |
| 089      | Stafford County Public Schools   | 50            | WIDEWATER ELEM                       | 51,992.71                |
| 089      | Stafford County Public Schools   | 60            | ROCKHILL ELEM                        | 57,856.82                |
| 090      | Surry County Public Schools      | 10            | SURRY COUNTY HIGH                    | 53,381.00                |
| 090      | Surry County Public Schools      | 20            | SURRY ELEM                           | 50,855.00                |
| 090      | Surry County Public Schools      | 30            | LUTHER P. JACKSON MIDDLE             | 52,776.00                |
| 091      | Sussex County Public Schools     | 340           | SUSSEX CENTRAL HIGH                  | 51,509.52                |
| 091      | Sussex County Public Schools     | 482           | SUSSEX CENTRAL MIDDLE                | 54,709.55                |
| 091      | Sussex County Public Schools     | 483           | SUSSEX CENTRAL ELEM                  | 49,564.69                |
| 092      | Tazewell County Public Schools   | 10            | GRAHAM MIDDLE                        | 45,093.32                |
| 092      | Tazewell County Public Schools   | 100           | TAZEWELL MIDDLE                      | 44,899.48                |
| 092      | Tazewell County Public Schools   | 1020          | ABBS VALLEY-BOISSEVAIN ELEM          | 38,041.67                |
| 092      | Tazewell County Public Schools   | 1030          | TAZEWELL ELEM                        | 42,758.50                |
| 092      | Tazewell County Public Schools   | 450           | NORTH TAZEWELL ELEM                  | 44,309.83                |
| 092      | Tazewell County Public Schools   | 750           | DUDLEY PRIMARY                       | 44,722.74                |
| 092      | Tazewell County Public Schools   | 821           | RICHLANDS HIGH                       | 48,137.78                |
| 092      | Tazewell County Public Schools   | 822           | RICHLANDS ELEM                       | 44,012.35                |
| 092      | Tazewell County Public Schools   | 823           | RICHLANDS MIDDLE                     | 46,388.53                |
| 092      | Tazewell County Public Schools   | 830           | CEDAR BLUFF ELEM                     | 43,793.48                |
| 092      | Tazewell County Public Schools   | 890           | TAZEWELL HIGH                        | 45,228.32                |
| 092      | Tazewell County Public Schools   | 940           | GRAHAM HIGH                          | 44,394.20                |
| 092      | Tazewell County Public Schools   | 960           | GRAHAM INTERMEDIATE                  | 47,523.94                |
| 093      | Warren County Public Schools     | 140           | E. WILSON MORRISON ELEM              | 47,858.00                |
| 093      | Warren County Public Schools     | 20            | LESLIE FOX KEYSER ELEM               | 47,529.00                |
| 093      | Warren County Public Schools     | 230           | WARREN COUNTY HIGH                   | 50,067.00                |
| 093      | Warren County Public Schools     | 240           | RESSIE JEFFRIES ELEM                 | 48,576.00                |
| 093      | Warren County Public Schools     | 250           | SKYLINE HIGH                         | 50,403.00                |
| 093      | Warren County Public Schools     | 260           | SKYLINE MIDDLE SCHOOL                | 47,943.00                |
| 093      | Warren County Public Schools     | 280           | WARREN COUNTY MIDDLE SCHOOL          | 47,489.00                |
| 093      | Warren County Public Schools     | 371           | HILDA J. BARBOUR ELEM                | 48,721.00                |
| 093      | Warren County Public Schools     | 90            | A.S. RHODES ELEM                     | 47,524.00                |
| 094      | Washington County Public Schools | 1020          | VALLEY INSTITUTE ELEM                | 44,604.00                |
| 094      | Washington County Public Schools | 1030          | ABINGDON HIGH                        | 44,860.00                |
| 094      | Washington County Public Schools | 1040          | JOHN S. BATTLE HIGH                  | 46,686.00                |
| 094      | Washington County Public Schools | 1050          | PATRICK HENRY HIGH                   | 48,932.00                |
| 094      | Washington County Public Schools | 1060          | HOLSTON HIGH                         | 45,143.00                |
| 094      | Washington County Public Schools | 1070          | HIGH POINT ELEM                      | 44,560.00                |
| 094      | Washington County Public Schools | 1080          | ABINGDON ELEM                        | 45,954.00                |
| 094      | Washington County Public Schools | 1090          | GLADE SPRING MIDDLE                  | 49,621.00                |
| 094      | Washington County Public Schools | 1110          | E.B. STANLEY MIDDLE                  | 47,105.00                |
| 094      | Washington County Public Schools | 20            | MEADOWVIEW ELEM                      | 43,491.00                |
| 094      | Washington County Public Schools | 260           | GREENDALE ELEM                       | 44,121.00                |
| 094      | Washington County Public Schools | 40            | DAMASCUS MIDDLE                      | 45,592.00                |
| 094      | Washington County Public Schools | 50            | RHEA VALLEY ELEM                     | 45,391.00                |
| 094      | Washington County Public Schools | 620           | WALLACE MIDDLE                       | 45,280.00                |



**Virginia Department of Education**

**Average Teacher Salaries by School for School Year 2018-2019**

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, school 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 2018-2019 Salary |
|----------|------------------------------------|---------------|-----------------------------|--------------------------|
| 094      | Washington County Public Schools   | 70            | WATAUGA ELEM                | 44,473.00                |
| 095      | Westmoreland County Public Schools | 120           | WASHINGTON & LEE HIGH       | 46,238.24                |
| 095      | Westmoreland County Public Schools | 210           | COPE ELEM                   | 50,479.20                |
| 095      | Westmoreland County Public Schools | 300           | MONTROSS MIDDLE             | 45,800.45                |
| 095      | Westmoreland County Public Schools | 310           | WASHINGTON DISTRICT ELEM    | 48,231.86                |
| 096      | Wise County Public Schools         | 1000          | CENTRAL HIGH                | 48,840.72                |
| 096      | Wise County Public Schools         | 1010          | UNION HIGH                  | 48,452.37                |
| 096      | Wise County Public Schools         | 1012          | UNION PRIMARY SCHOOL        | 47,690.56                |
| 096      | Wise County Public Schools         | 1013          | UNION MIDDLE                | 48,215.98                |
| 096      | Wise County Public Schools         | 1020          | WISE PRIMARY                | 46,356.00                |
| 096      | Wise County Public Schools         | 320           | L.F. ADDINGTON MIDDLE       | 45,997.41                |
| 096      | Wise County Public Schools         | 651           | COEBURN MIDDLE              | 47,377.30                |
| 096      | Wise County Public Schools         | 652           | EASTSIDE HIGH               | 52,237.87                |
| 096      | Wise County Public Schools         | 653           | COEBURN PRIMARY             | 46,520.18                |
| 096      | Wise County Public Schools         | 73            | J.W. ADAMS COMBINED         | 46,559.08                |
| 096      | Wise County Public Schools         | 871           | ST. PAUL ELEM               | 46,002.87                |
| 097      | Wythe County Public Schools        | 100           | MAX MEADOWS ELEM            | 46,024.88                |
| 097      | Wythe County Public Schools        | 1073          | FORT CHISWELL MIDDLE        | 43,898.28                |
| 097      | Wythe County Public Schools        | 1074          | RURAL RETREAT MIDDLE        | 43,050.00                |
| 097      | Wythe County Public Schools        | 1075          | SCOTT MEMORIAL MIDDLE       | 45,768.18                |
| 097      | Wythe County Public Schools        | 190           | SPILLER ELEM                | 46,482.86                |
| 097      | Wythe County Public Schools        | 201           | RURAL RETREAT ELEM          | 45,340.61                |
| 097      | Wythe County Public Schools        | 202           | RURAL RETREAT HIGH          | 47,550.58                |
| 097      | Wythe County Public Schools        | 440           | SPEEDWELL ELEM              | 44,128.50                |
| 097      | Wythe County Public Schools        | 721           | GEORGE WYTHE HIGH           | 47,219.11                |
| 097      | Wythe County Public Schools        | 730           | JACKSON MEMORIAL ELEM       | 45,684.33                |
| 097      | Wythe County Public Schools        | 740           | SHEFFEY ELEM                | 43,905.20                |
| 097      | Wythe County Public Schools        | 760           | FORT CHISWELL HIGH          | 46,521.24                |
| 098      | York County Public Schools         | 10            | MAGRUDER ELEM               | 55,313.12                |
| 098      | York County Public Schools         | 140           | GRAFTON BETHEL ELEM         | 54,562.38                |
| 098      | York County Public Schools         | 160           | DARE ELEM                   | 53,588.93                |
| 098      | York County Public Schools         | 170           | SEAFORD ELEM                | 53,818.45                |
| 098      | York County Public Schools         | 180           | BETHEL MANOR ELEM           | 51,182.18                |
| 098      | York County Public Schools         | 190           | TABB MIDDLE                 | 54,638.98                |
| 098      | York County Public Schools         | 20            | BRUTON HIGH                 | 51,065.91                |
| 098      | York County Public Schools         | 200           | QUEENS LAKE MIDDLE          | 53,488.30                |
| 098      | York County Public Schools         | 210           | YORKTOWN ELEM               | 51,743.10                |
| 098      | York County Public Schools         | 220           | WALLER MILL ELEM            | 49,959.88                |
| 098      | York County Public Schools         | 230           | TABB HIGH                   | 52,081.63                |
| 098      | York County Public Schools         | 30            | YORK HIGH                   | 53,244.58                |
| 098      | York County Public Schools         | 332           | GRAFTON HIGH                | 53,653.28                |
| 098      | York County Public Schools         | 333           | GRAFTON MIDDLE              | 52,747.17                |
| 098      | York County Public Schools         | 335           | YORK RIVER ACADEMY          | 51,542.22                |
| 098      | York County Public Schools         | 50            | TABB ELEM                   | 53,718.07                |
| 098      | York County Public Schools         | 60            | YORKTOWN MIDDLE             | 52,530.93                |
| 098      | York County Public Schools         | 80            | MT. VERNON ELEM             | 52,763.31                |
| 098      | York County Public Schools         | 90            | COVENTRY ELEM               | 52,541.33                |
| 101      | Alexandria City Public Schools     | 100           | GEORGE MASON ELEM           | 78,062.00                |
| 101      | Alexandria City Public Schools     | 110           | DOUGLAS MACARTHUR ELEM      | 77,322.00                |
| 101      | Alexandria City Public Schools     | 120           | CHARLES BARRETT ELEM        | 75,491.00                |
| 101      | Alexandria City Public Schools     | 130           | GEORGE WASHINGTON MIDDLE    | 76,220.00                |
| 101      | Alexandria City Public Schools     | 140           | FRANCIS C. HAMMOND MIDDLE   | 78,119.00                |
| 101      | Alexandria City Public Schools     | 160           | CORA KELLY MAGNET ELEM      | 70,216.00                |
| 101      | Alexandria City Public Schools     | 190           | WILLIAM RAMSAY ELEM         | 73,382.00                |
| 101      | Alexandria City Public Schools     | 210           | TC WILLIAMS HIGH            | 77,758.00                |
| 101      | Alexandria City Public Schools     | 220           | JAMES K POLK ELEM           | 74,727.00                |
| 101      | Alexandria City Public Schools     | 230           | JOHN ADAMS ELEM             | 76,973.00                |
| 101      | Alexandria City Public Schools     | 30            | MOUNT VERNON ELEM           | 72,641.00                |
| 101      | Alexandria City Public Schools     | 333           | SAMUEL W TUCKER ELEM        | 82,969.00                |
| 101      | Alexandria City Public Schools     | 350           | FERDINAND T. DAY ELEMENTARY | 95,134.00                |

**Virginia Department of Education**

**Average Teacher Salaries by School for School Year 2018-2019**

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, school 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 2018-2019 Salary |
|----------|--------------------------------------|---------------|-----------------------------|--------------------------|
| 101      | Alexandria City Public Schools       | 360           | EARLY CHILDHOOD CENTER      | 77,131.00                |
| 101      | Alexandria City Public Schools       | 50            | PATRICK HENRY ELEM          | 68,365.00                |
| 101      | Alexandria City Public Schools       | 60            | MAURY ELEM                  | 71,801.00                |
| 101      | Alexandria City Public Schools       | 80            | LYLES-CROUCH ELEM           | 79,998.00                |
| 101      | Alexandria City Public Schools       | 90            | JEFFERSON-HOUSTON ELEM      | 69,561.00                |
| 102      | Bristol City Public Schools          | 10            | VIRGINIA MIDDLE             | 47,839.30                |
| 102      | Bristol City Public Schools          | 100           | JOSEPH VAN PELT ELEM        | 46,534.76                |
| 102      | Bristol City Public Schools          | 60            | HIGHLAND VIEW ELEM          | 45,868.25                |
| 102      | Bristol City Public Schools          | 70            | STONEWALL JACKSON ELEM      | 47,338.44                |
| 102      | Bristol City Public Schools          | 80            | VIRGINIA HIGH               | 48,386.99                |
| 102      | Bristol City Public Schools          | 90            | WASHINGTON LEE ELEM         | 44,406.74                |
| 103      | Buena Vista City Public Schools      | 40            | ENDERLY HEIGHTS ELEM        | 40,093.05                |
| 103      | Buena Vista City Public Schools      | 61            | PARRY MCCLUER MIDDLE        | 47,903.14                |
| 103      | Buena Vista City Public Schools      | 62            | PARRY MCCLUER HIGH          | 45,134.35                |
| 103      | Buena Vista City Public Schools      | 70            | FW KLING JR ELEM            | 40,022.17                |
| 104      | Charlottesville City Public Schools  | 10            | JOHNSON ELEM                | 56,891.47                |
| 104      | Charlottesville City Public Schools  | 100           | BUFORD MIDDLE               | 57,023.04                |
| 104      | Charlottesville City Public Schools  | 110           | WALKER UPPER ELEM           | 56,810.12                |
| 104      | Charlottesville City Public Schools  | 120           | JACKSON-VIA ELEM            | 55,995.63                |
| 104      | Charlottesville City Public Schools  | 140           | CHARLOTTESVILLE HIGH        | 57,675.88                |
| 104      | Charlottesville City Public Schools  | 40            | VENABLE ELEM                | 59,259.19                |
| 104      | Charlottesville City Public Schools  | 50            | CLARK ELEM                  | 58,333.12                |
| 104      | Charlottesville City Public Schools  | 70            | BURNLEY-MORAN ELEM          | 57,026.78                |
| 104      | Charlottesville City Public Schools  | 90            | GREENBRIER ELEM             | 60,988.84                |
| 106      | Colonial Heights City Public Schools | 20            | COLONIAL HEIGHTS MIDDLE     | 50,943.00                |
| 106      | Colonial Heights City Public Schools | 30            | NORTH ELEM                  | 50,610.00                |
| 106      | Colonial Heights City Public Schools | 40            | COLONIAL HEIGHTS HIGH       | 52,616.00                |
| 106      | Colonial Heights City Public Schools | 50            | LAKEVIEW ELEM               | 50,802.00                |
| 106      | Colonial Heights City Public Schools | 60            | TUSSING ELEM                | 49,492.00                |
| 107      | Covington City Public Schools        | 260           | EDGEMONT PRIMARY            | 49,336.00                |
| 107      | Covington City Public Schools        | 350           | COVINGTON HIGH              | 53,474.00                |
| 107      | Covington City Public Schools        | 360           | JETER-WATSON INTERMEDIATE   | 48,932.00                |
| 108      | Danville City Public Schools         | 1372          | WESTWOOD MIDDLE             | 49,852.09                |
| 108      | Danville City Public Schools         | 1374          | GALILEO MAGNET HIGH         | 53,957.03                |
| 108      | Danville City Public Schools         | 1379          | WOODROW WILSON INTERMEDIATE | 49,687.17                |
| 108      | Danville City Public Schools         | 190           | G.L.H. JOHNSON ELEM         | 51,877.65                |
| 108      | Danville City Public Schools         | 20            | FOREST HILLS ELEM           | 50,382.00                |
| 108      | Danville City Public Schools         | 200           | GROVE PARK PRESCHOOL        | 53,522.16                |
| 108      | Danville City Public Schools         | 210           | GEORGE WASHINGTON HIGH      | 53,644.04                |
| 108      | Danville City Public Schools         | 220           | WOODBERRY HILLS ELEM        | 52,251.92                |
| 108      | Danville City Public Schools         | 250           | PARK AVENUE ELEM            | 49,920.85                |
| 108      | Danville City Public Schools         | 260           | O. TRENT BONNER MIDDLE      | 49,386.87                |
| 108      | Danville City Public Schools         | 30            | THE NORTHSIDE PRESCHOOL     | 58,439.62                |
| 108      | Danville City Public Schools         | 40            | SCHOOLFIELD ELEM            | 51,533.31                |
| 108      | Danville City Public Schools         | 490           | E. A. GIBSON ELEM           | 50,414.66                |
| 109      | Falls Church City Public Schools     | 240           | MT. DANIEL ELEMENTARY       | 70,387.24                |
| 109      | Falls Church City Public Schools     | 251           | GEORGE MASON HIGH           | 81,341.43                |
| 109      | Falls Church City Public Schools     | 252           | MARY ELLEN HENDERSON MIDDLE | 76,210.12                |
| 109      | Falls Church City Public Schools     | 260           | THOMAS JEFFERSON ELEM       | 73,831.15                |
| 109      | Falls Church City Public Schools     | 270           | JESSIE THACKREY PRESCHOOL   | 73,078.50                |
| 110      | Fredericksburg City Public Schools   | 272           | LAFAYETTE UPPER ELEM        | 53,110.82                |
| 110      | Fredericksburg City Public Schools   | 273           | WALKER-GRANT MIDDLE         | 51,725.89                |
| 110      | Fredericksburg City Public Schools   | 30            | WALKER-GRANT CENTER         | 67,322.67                |
| 110      | Fredericksburg City Public Schools   | 40            | JAMES MONROE HIGH           | 53,983.17                |
| 110      | Fredericksburg City Public Schools   | 50            | HUGH MERCER ELEM            | 52,299.76                |
| 111      | Galax City Public Schools            | 10            | GALAX ELEM                  | 43,176.00                |
| 111      | Galax City Public Schools            | 31            | GALAX HIGH                  | 45,097.00                |
| 111      | Galax City Public Schools            | 32            | GALAX MIDDLE                | 42,202.00                |
| 112      | Hampton City Public Schools          | 120           | ARMSTRONG ELEM              | 49,624.20                |
| 112      | Hampton City Public Schools          | 160           | ABERDEEN ELEM               | 49,201.35                |

**Virginia Department of Education**

**Average Teacher Salaries by School for School Year 2018-2019**

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, school 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 2018-2019 Salary |
|----------|----------------------------------|---------------|--------------------------------------|--------------------------|
| 112      | Hampton City Public Schools      | 180           | SAMUEL P. LANGLEY ELEM               | 48,408.48                |
| 112      | Hampton City Public Schools      | 210           | MOTON EARLY CHILDHOOD CENTER         | 47,094.67                |
| 112      | Hampton City Public Schools      | 250           | JANE H. BRYAN ELEM                   | 48,908.25                |
| 112      | Hampton City Public Schools      | 260           | ALFRED S. FORREST ELEM               | 45,370.00                |
| 112      | Hampton City Public Schools      | 270           | JOHN B. CARY ELEM                    | 48,305.85                |
| 112      | Hampton City Public Schools      | 280           | HAMPTON HIGH                         | 50,465.94                |
| 112      | Hampton City Public Schools      | 30            | FRANCIS ASBURY ELEM                  | 49,287.56                |
| 112      | Hampton City Public Schools      | 300           | CESAR TARRANT MIDDLE                 | 47,912.94                |
| 112      | Hampton City Public Schools      | 320           | KECOUGHTAN HIGH                      | 51,375.14                |
| 112      | Hampton City Public Schools      | 330           | BARRON ELEM                          | 49,311.52                |
| 112      | Hampton City Public Schools      | 350           | BENJAMIN SYMS MIDDLE                 | 48,378.11                |
| 112      | Hampton City Public Schools      | 360           | TUCKER-CAPPS ELEM                    | 50,797.16                |
| 112      | Hampton City Public Schools      | 370           | PHILLIPS ELEM                        | 51,044.11                |
| 112      | Hampton City Public Schools      | 380           | THOMAS EATON MIDDLE                  | 48,888.85                |
| 112      | Hampton City Public Schools      | 410           | PAUL BURBANK ELEM                    | 49,655.50                |
| 112      | Hampton City Public Schools      | 420           | CHRISTOPHER C. KRAFT ELEM            | 47,323.97                |
| 112      | Hampton City Public Schools      | 430           | BETHEL HIGH                          | 50,255.14                |
| 112      | Hampton City Public Schools      | 440           | JOHN TYLER ELEM                      | 50,136.91                |
| 112      | Hampton City Public Schools      | 450           | C. ALTON LINDSAY MIDDLE              | 48,725.85                |
| 112      | Hampton City Public Schools      | 460           | CAPTAIN JOHN SMITH ELEM              | 50,314.45                |
| 112      | Hampton City Public Schools      | 470           | BOOKER ELEM                          | 49,525.54                |
| 112      | Hampton City Public Schools      | 490           | LUTHER W. MACHEN ELEM                | 49,862.94                |
| 112      | Hampton City Public Schools      | 50            | PHOEBUS HIGH                         | 50,208.94                |
| 112      | Hampton City Public Schools      | 500           | A.W.E. BASSETTE ELEM                 | 50,373.50                |
| 112      | Hampton City Public Schools      | 640           | HUNTER B ANDREWS                     | 48,101.84                |
| 112      | Hampton City Public Schools      | 650           | GEORGE P PHENIX ELEM                 | 49,097.61                |
| 112      | Hampton City Public Schools      | 70            | FRANCIS W. JONES MAGNET MIDDLE       | 50,483.74                |
| 112      | Hampton City Public Schools      | 80            | WILLIAM MASON COOPER ELEM            | 48,212.11                |
| 113      | Harrisonburg City Public Schools | 110           | SMITHLAND ELEM                       | 48,124.00                |
| 113      | Harrisonburg City Public Schools | 111           | SKYLINE MIDDLE                       | 49,732.00                |
| 113      | Harrisonburg City Public Schools | 12            | HARRISONBURG HIGH                    | 51,189.00                |
| 113      | Harrisonburg City Public Schools | 120           | BLUESTONE ELEMENTARY                 | 48,235.00                |
| 113      | Harrisonburg City Public Schools | 191           | STONE SPRING ELEM                    | 50,548.00                |
| 113      | Harrisonburg City Public Schools | 30            | WATERMAN ELEM                        | 52,125.00                |
| 113      | Harrisonburg City Public Schools | 50            | KEISTER ELEM                         | 48,482.00                |
| 113      | Harrisonburg City Public Schools | 60            | SPOTSWOOD ELEM                       | 48,494.00                |
| 113      | Harrisonburg City Public Schools | 80            | THOMAS HARRISON MIDDLE               | 51,185.00                |
| 114      | Hopewell City Public Schools     | 110           | CARTER G. WOODSON MIDDLE             | 50,229.00                |
| 114      | Hopewell City Public Schools     | 120           | HOPEWELL HIGH                        | 51,140.00                |
| 114      | Hopewell City Public Schools     | 140           | HARRY E. JAMES ELEM                  | 50,116.00                |
| 114      | Hopewell City Public Schools     | 151           | WOODLAWN PRE-SCHOOL LRNG CTR.        | 49,456.00                |
| 114      | Hopewell City Public Schools     | 40            | DUPONT ELEM                          | 50,838.00                |
| 114      | Hopewell City Public Schools     | 70            | PATRICK COPELAND ELEM                | 50,309.00                |
| 115      | Lynchburg City Public Schools    | 1102          | HERITAGE ELEM                        | 43,740.23                |
| 115      | Lynchburg City Public Schools    | 130           | HERITAGE HIGH                        | 46,385.63                |
| 115      | Lynchburg City Public Schools    | 170           | PAUL LAURENCE DUNBAR MID. FOR INNOV. | 43,143.11                |
| 115      | Lynchburg City Public Schools    | 190           | ROBERT S. PAYNE ELEM                 | 41,606.31                |
| 115      | Lynchburg City Public Schools    | 250           | WILLIAM M. BASS ELEM                 | 41,241.38                |
| 115      | Lynchburg City Public Schools    | 260           | E.C. GLASS HIGH                      | 45,157.02                |
| 115      | Lynchburg City Public Schools    | 270           | PERRYMONT ELEM                       | 42,056.77                |
| 115      | Lynchburg City Public Schools    | 290           | BEDFORD HILLS ELEM                   | 43,624.13                |
| 115      | Lynchburg City Public Schools    | 300           | SHEFFIELD ELEM                       | 46,106.27                |
| 115      | Lynchburg City Public Schools    | 330           | PAUL MUNRO ELEM                      | 46,570.74                |
| 115      | Lynchburg City Public Schools    | 340           | SANDUSKY MIDDLE                      | 44,233.78                |
| 115      | Lynchburg City Public Schools    | 350           | LINKHORNE MIDDLE                     | 44,254.98                |
| 115      | Lynchburg City Public Schools    | 360           | LINKHORNE ELEM                       | 44,365.40                |
| 115      | Lynchburg City Public Schools    | 370           | SANDUSKY ELEM                        | 43,408.00                |
| 115      | Lynchburg City Public Schools    | 70            | DEARINGTON ELEM/INNOVATION           | 43,093.78                |
| 115      | Lynchburg City Public Schools    | 90            | T.C. MILLER ELEM FOR INNOVAT.        | 44,423.33                |
| 116      | Martinsville City Public Schools | 10            | MARTINSVILLE MIDDLE                  | 45,749.00                |

**Virginia Department of Education**

**Average Teacher Salaries by School for School Year 2018-2019**

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, school 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 2018-2019 Salary |
|----------|----------------------------------|---------------|-----------------------------------|--------------------------|
| 116      | Martinsville City Public Schools | 110           | MARTINSVILLE HIGH                 | 43,959.00                |
| 116      | Martinsville City Public Schools | 222           | ALBERT HARRIS ELEM                | 44,830.00                |
| 116      | Martinsville City Public Schools | 223           | PATRICK HENRY ELEM                | 45,567.00                |
| 116      | Martinsville City Public Schools | 224           | CLEARVIEW EARLY CHILDHOOD CTR.    | 44,495.00                |
| 117      | Newport News City Public Schools | 1070          | WARWICK HIGH                      | 53,076.16                |
| 117      | Newport News City Public Schools | 1080          | HILTON ELEM                       | 52,554.36                |
| 117      | Newport News City Public Schools | 110           | B.T. WASHINGTON MIDDLE            | 49,324.46                |
| 117      | Newport News City Public Schools | 1120          | NEWSOME PARK ELEM                 | 51,432.97                |
| 117      | Newport News City Public Schools | 1150          | RIVERSIDE ELEM                    | 52,833.90                |
| 117      | Newport News City Public Schools | 1170          | CARVER ELEM                       | 52,522.18                |
| 117      | Newport News City Public Schools | 1180          | LEE HALL ELEM                     | 50,166.02                |
| 117      | Newport News City Public Schools | 1210          | HIDENWOOD ELEM                    | 47,230.06                |
| 117      | Newport News City Public Schools | 1220          | MENCHVILLE HIGH                   | 55,206.16                |
| 117      | Newport News City Public Schools | 1230          | RICHNECK ELEM                     | 49,865.45                |
| 117      | Newport News City Public Schools | 1240          | HORACE H. EPES ELEM               | 51,624.59                |
| 117      | Newport News City Public Schools | 1250          | B.C. CHARLES ELEM                 | 51,774.95                |
| 117      | Newport News City Public Schools | 1260          | ETHEL M. GILDERSLEEVE MIDDLE      | 51,674.75                |
| 117      | Newport News City Public Schools | 1270          | HOMER L. HINES MIDDLE             | 48,972.37                |
| 117      | Newport News City Public Schools | 1290          | KILN CREEK ELEM                   | 48,008.73                |
| 117      | Newport News City Public Schools | 130           | DISCOVERY STEM ACADEMY            | 49,405.93                |
| 117      | Newport News City Public Schools | 1393          | CRITTENDEN MIDDLE                 | 52,573.44                |
| 117      | Newport News City Public Schools | 1395          | HERITAGE HIGH                     | 52,893.57                |
| 117      | Newport News City Public Schools | 1396          | WOODSIDE HIGH                     | 53,607.41                |
| 117      | Newport News City Public Schools | 1398          | DEER PARK ELEM                    | 54,711.94                |
| 117      | Newport News City Public Schools | 1400          | MARY PASSAGE MIDDLE               | 50,529.05                |
| 117      | Newport News City Public Schools | 1402          | DENBIGH EARLY CHILDHOOD CENTER    | 51,615.96                |
| 117      | Newport News City Public Schools | 1404          | ACHIEVABLE DREAM ACADEMY          | 48,945.71                |
| 117      | Newport News City Public Schools | 1405          | ACHIEVABLE DREAM MIDDLE/HIGH      | 55,896.99                |
| 117      | Newport News City Public Schools | 1407          | GENERAL STANFORD ELEM             | 49,811.87                |
| 117      | Newport News City Public Schools | 1408          | GATEWOOD ACADEMY                  | 57,234.18                |
| 117      | Newport News City Public Schools | 1409          | LEE HALL EARLY CHILDHOOD CENTER   | 47,705.76                |
| 117      | Newport News City Public Schools | 1410          | WATKINS EARLY CHILDHOOD CENTER    | 53,733.52                |
| 117      | Newport News City Public Schools | 1411          | JOHN MARSHALL EARLY CHILDHOOD CTR | 54,387.42                |
| 117      | Newport News City Public Schools | 150           | OLIVER C. GREENWOOD ELEM          | 48,315.05                |
| 117      | Newport News City Public Schools | 20            | J.M. DOZIER MIDDLE                | 52,152.10                |
| 117      | Newport News City Public Schools | 200           | L.F. PALMER ELEM                  | 51,439.87                |
| 117      | Newport News City Public Schools | 250           | SEDGEFIELD ELEM                   | 50,540.26                |
| 117      | Newport News City Public Schools | 270           | RICHARD T. YATES ELEM             | 52,519.13                |
| 117      | Newport News City Public Schools | 280           | DENBIGH HIGH                      | 52,929.04                |
| 117      | Newport News City Public Schools | 290           | T. RYLAND SANFORD ELEM            | 50,539.63                |
| 117      | Newport News City Public Schools | 300           | JOSEPH H. SAUNDERS ELEM           | 48,732.04                |
| 117      | Newport News City Public Schools | 310           | R.O. NELSON ELEM                  | 49,174.26                |
| 117      | Newport News City Public Schools | 320           | WILLIS A. JENKINS ELEM            | 52,542.15                |
| 117      | Newport News City Public Schools | 50            | DAVID A. DUTROW ELEM              | 53,032.07                |
| 117      | Newport News City Public Schools | 70            | GEORGE J. MCINTOSH ELEM           | 52,088.07                |
| 117      | Newport News City Public Schools | 91            | HUNTINGTON MIDDLE                 | 56,734.22                |
| 118      | Norfolk City Public Schools      | 10            | MAURY HIGH                        | 51,804.79                |
| 118      | Norfolk City Public Schools      | 100           | TANNERS CREEK ELEM                | 49,310.49                |
| 118      | Norfolk City Public Schools      | 131           | JAMES MONROE ELEM                 | 49,128.92                |
| 118      | Norfolk City Public Schools      | 150           | WALTER HERRON TAYLOR ELEM         | 50,019.57                |
| 118      | Norfolk City Public Schools      | 185           | ACADEMY FOR DISCOVERY AT LAKEWOOD | 48,720.16                |
| 118      | Norfolk City Public Schools      | 190           | OCEAN VIEW ELEM                   | 47,365.78                |
| 118      | Norfolk City Public Schools      | 20            | BLAIR MIDDLE                      | 49,938.58                |
| 118      | Norfolk City Public Schools      | 210           | LARCHMONT ELEM                    | 51,790.31                |
| 118      | Norfolk City Public Schools      | 220           | CHESTERFIELD ACADEMY ELEM         | 47,805.50                |
| 118      | Norfolk City Public Schools      | 250           | BAY VIEW ELEM                     | 50,271.38                |
| 118      | Norfolk City Public Schools      | 30            | RUFFNER MIDDLE                    | 48,479.50                |
| 118      | Norfolk City Public Schools      | 390           | GRANBY HIGH                       | 51,092.67                |
| 118      | Norfolk City Public Schools      | 40            | CAMP ALLEN ELEM                   | 48,541.89                |
| 118      | Norfolk City Public Schools      | 420           | GRANBY ELEM                       | 50,628.51                |

**Virginia Department of Education**

**Average Teacher Salaries by School for School Year 2018-2019**

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, school 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 2018-2019 Salary |
|----------|--------------------------------|---------------|--|--------------------------|
| 118      | Norfolk City Public Schools    | 430           | JACOX ELEM                                 | 48,956.05                |
| 118      | Norfolk City Public Schools    | 460           | MARY CALCOTT ELEM                          | 52,916.49                |
| 118      | Norfolk City Public Schools    | 471           | WILLARD MODEL ELEM                         | 49,739.39                |
| 118      | Norfolk City Public Schools    | 480           | RICHARD BOWLING ELEM                       | 48,512.13                |
| 118      | Norfolk City Public Schools    | 490           | NORTHSIDE MIDDLE                           | 49,728.46                |
| 118      | Norfolk City Public Schools    | 500           | SUBURBAN PARK ELEM                         | 53,705.64                |
| 118      | Norfolk City Public Schools    | 510           | BERKLEY/CAMPOSTELLA EARLY CHILDHOOD CENTER | 57,333.73                |
| 118      | Norfolk City Public Schools    | 520           | LINDENWOOD ELEM                            | 50,578.88                |
| 118      | Norfolk City Public Schools    | 530           | P.B. YOUNG SR. ELEM                        | 50,506.24                |
| 118      | Norfolk City Public Schools    | 550           | COLEMAN PLACE ELEM                         | 49,666.57                |
| 118      | Norfolk City Public Schools    | 560           | CROSSROADS ELEMENTARY                      | 51,702.51                |
| 118      | Norfolk City Public Schools    | 570           | NORVIEW MIDDLE                             | 48,734.85                |
| 118      | Norfolk City Public Schools    | 580           | NORVIEW HIGH                               | 50,059.92                |
| 118      | Norfolk City Public Schools    | 610           | INGLESIDE ELEM                             | 51,202.09                |
| 118      | Norfolk City Public Schools    | 620           | NORVIEW ELEM                               | 53,152.91                |
| 118      | Norfolk City Public Schools    | 630           | OCEANAIR ELEMENTARY                        | 49,910.14                |
| 118      | Norfolk City Public Schools    | 650           | SHERWOOD FOREST ELEM                       | 47,982.60                |
| 118      | Norfolk City Public Schools    | 670           | LARRYMORE ELEM                             | 52,758.74                |
| 118      | Norfolk City Public Schools    | 682           | LITTLE CREEK ELEM                          | 50,637.50                |
| 118      | Norfolk City Public Schools    | 710           | POPLAR HALLS ELEM                          | 51,802.32                |
| 118      | Norfolk City Public Schools    | 740           | EASTON PRESCHOOL                           | 48,219.10                |
| 118      | Norfolk City Public Schools    | 750           | FAIRLAWN ELEM                              | 48,625.69                |
| 118      | Norfolk City Public Schools    | 760           | AZALEA MIDDLE                              | 47,873.42                |
| 118      | Norfolk City Public Schools    | 770           | SOUTHSIDE STEM ACADEMY AT CAMPOSTELLA      | 48,594.07                |
| 118      | Norfolk City Public Schools    | 780           | TIDEWATER PARK ELEM                        | 50,390.61                |
| 118      | Norfolk City Public Schools    | 790           | LAKE TAYLOR MIDDLE                         | 49,898.95                |
| 118      | Norfolk City Public Schools    | 800           | TARRALLTON ELEM                            | 54,246.56                |
| 118      | Norfolk City Public Schools    | 820           | ST. HELENA ELEM                            | 47,177.42                |
| 118      | Norfolk City Public Schools    | 840           | LAKE TAYLOR HIGH                           | 50,085.05                |
| 118      | Norfolk City Public Schools    | 850           | SEWELLS POINT ELEM                         | 48,902.26                |
| 118      | Norfolk City Public Schools    | 860           | WILLOUGHBY EARLY CHILDHOOD CENTER          | 52,795.72                |
| 118      | Norfolk City Public Schools    | 880           | BOOKER T. WASHINGTON HIGH                  | 51,229.02                |
| 118      | Norfolk City Public Schools    | 90            | GHEENT SCHOOL                              | 50,619.55                |
| 119      | Norton City Public Schools     | 20            | J.I. BURTON HIGH                           | 44,929.96                |
| 119      | Norton City Public Schools     | 40            | NORTON ELEM                                | 44,101.82                |
| 120      | Petersburg City Public Schools | 110           | COOL SPRING ELEM                           | 48,752.73                |
| 120      | Petersburg City Public Schools | 121           | VERNON JOHNS MIDDLE                        | 49,188.39                |
| 120      | Petersburg City Public Schools | 130           | WALNUT HILL ELEM                           | 46,572.74                |
| 120      | Petersburg City Public Schools | 160           | WESTVIEW EARLY CHILDHOOD ED. CTR.          | 48,036.64                |
| 120      | Petersburg City Public Schools | 170           | LAKEMONT ELEMENTARY                        | 47,030.86                |
| 120      | Petersburg City Public Schools | 180           | PLEASANTS LANE ELEM                        | 46,283.15                |
| 120      | Petersburg City Public Schools | 200           | PETERSBURG HIGH                            | 50,643.60                |
| 121      | Portsmouth City Public Schools | 1130          | CRADOCK MIDDLE                             | 51,874.89                |
| 121      | Portsmouth City Public Schools | 1400          | JAMES HURST ELEM                           | 56,207.84                |
| 121      | Portsmouth City Public Schools | 160           | CHURCHLAND PRIMARY & INTERMEDIATE          | 52,223.88                |
| 121      | Portsmouth City Public Schools | 1630          | HODGES MANOR ELEM                          | 53,704.43                |
| 121      | Portsmouth City Public Schools | 1650          | LAKEVIEW ELEM                              | 51,480.25                |
| 121      | Portsmouth City Public Schools | 1660          | WOODROW WILSON HIGH                        | 54,840.22                |
| 121      | Portsmouth City Public Schools | 1766          | BRIGHTON ELEM                              | 51,200.05                |
| 121      | Portsmouth City Public Schools | 1768          | MOUNT HERMON PRESCHOOL CENTER              | 57,216.55                |
| 121      | Portsmouth City Public Schools | 1769          | VICTORY ELEM                               | 52,065.37                |
| 121      | Portsmouth City Public Schools | 1770          | OLIVE BRANCH PRESCHOOL CTR                 | 54,871.22                |
| 121      | Portsmouth City Public Schools | 190           | DOUGLASS PARK ELEM                         | 52,158.91                |
| 121      | Portsmouth City Public Schools | 210           | WESTHAVEN ELEM                             | 54,143.05                |
| 121      | Portsmouth City Public Schools | 230           | JOHN TYLER ELEM                            | 52,966.81                |
| 121      | Portsmouth City Public Schools | 240           | I.C. NORCOM HIGH                           | 55,631.01                |
| 121      | Portsmouth City Public Schools | 290           | SIMONSDALE ELEM                            | 54,184.22                |
| 121      | Portsmouth City Public Schools | 310           | WM. E. WATERS MIDDLE                       | 51,756.71                |
| 121      | Portsmouth City Public Schools | 320           | CHURCHLAND MIDDLE                          | 51,559.68                |
| 121      | Portsmouth City Public Schools | 321           | CHURCHLAND ACADEMY ELEM                    | 52,659.75                |

**Virginia Department of Education**

**Average Teacher Salaries by School for School Year 2018-2019**

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, school 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 2018-2019 Salary |
|----------|--------------------------------|---------------|---|--------------------------|
| 121      | Portsmouth City Public Schools | 322           | CHURCHLAND PRESCHOOL CTR                      | 53,751.75                |
| 121      | Portsmouth City Public Schools | 500           | CHURCHLAND HIGH                               | 53,713.90                |
| 121      | Portsmouth City Public Schools | 60            | PARK VIEW ELEM                                | 52,326.76                |
| 121      | Portsmouth City Public Schools | 650           | CHURCHLAND ELEM                               | 54,757.00                |
| 122      | Radford City Public Schools    | 10            | BELLE HETH ELEM                               | 47,545.00                |
| 122      | Radford City Public Schools    | 20            | MCHARG ELEM                                   | 49,674.00                |
| 122      | Radford City Public Schools    | 41            | RADFORD HIGH                                  | 50,519.00                |
| 122      | Radford City Public Schools    | 42            | JOHN N. DALTON INT.                           | 48,286.00                |
| 123      | Richmond City Public Schools   | 100           | BELLEVUE ELEM                                 | 53,315.45                |
| 123      | Richmond City Public Schools   | 1100          | BROAD ROCK ELEM                               | 50,948.67                |
| 123      | Richmond City Public Schools   | 130           | OVERBY-SHEPPARD ELEM                          | 55,160.78                |
| 123      | Richmond City Public Schools   | 1400          | ELIZABETH D. REDD ELEM                        | 52,351.00                |
| 123      | Richmond City Public Schools   | 1440          | E.S.H. GREENE ELEM                            | 53,566.36                |
| 123      | Richmond City Public Schools   | 1470          | G.H. REID ELEM                                | 52,409.98                |
| 123      | Richmond City Public Schools   | 1480          | SOUTHAMPTON ELEM                              | 53,362.39                |
| 123      | Richmond City Public Schools   | 1510          | HUGUENOT HIGH                                 | 54,506.57                |
| 123      | Richmond City Public Schools   | 1631          | ELKHARDT THOMPSON MIDDLE                      | 54,319.94                |
| 123      | Richmond City Public Schools   | 1640          | J.B. FISHER ELEM                              | 51,495.81                |
| 123      | Richmond City Public Schools   | 170           | BLACKWELL ELEM                                | 56,520.48                |
| 123      | Richmond City Public Schools   | 1710          | J.L. FRANCIS ELEM                             | 53,651.95                |
| 123      | Richmond City Public Schools   | 20            | THOMAS JEFFERSON HIGH                         | 55,902.44                |
| 123      | Richmond City Public Schools   | 200           | WILLIAM FOX ELEM                              | 53,714.03                |
| 123      | Richmond City Public Schools   | 210           | SWANSBORO ELEM                                | 51,269.52                |
| 123      | Richmond City Public Schools   | 230           | GINTER PARK ELEM                              | 52,270.67                |
| 123      | Richmond City Public Schools   | 290           | GEORGE MASON ELEM                             | 53,323.12                |
| 123      | Richmond City Public Schools   | 30            | ALBERT HILL MIDDLE                            | 51,350.59                |
| 123      | Richmond City Public Schools   | 3105          | LUCILLE M. BROWN MIDDLE                       | 49,490.41                |
| 123      | Richmond City Public Schools   | 3106          | LINWOOD HOLTON ELEM                           | 54,312.20                |
| 123      | Richmond City Public Schools   | 3107          | MILES JONES ELEM                              | 52,970.96                |
| 123      | Richmond City Public Schools   | 311           | GEORGE W. CARVER ELEM                         | 50,750.80                |
| 123      | Richmond City Public Schools   | 3110          | RICHMOND ALTERNATIVE                          | 53,983.40                |
| 123      | Richmond City Public Schools   | 3119          | PATRICK HENRY SCHOOL OF SCIENCE AND ARTS      | 50,322.58                |
| 123      | Richmond City Public Schools   | 3200          | RICHMOND CAREER EDUCATION & EMPLOYMENT (CHAR) | 54,808.40                |
| 123      | Richmond City Public Schools   | 330           | OAK GROVE/BELLEMEADE ELEM                     | 52,623.86                |
| 123      | Richmond City Public Schools   | 390           | BARACK OBAMA ELEMENTARY                       | 54,128.63                |
| 123      | Richmond City Public Schools   | 452           | RICHMOND COMMUNITY HIGH                       | 55,308.71                |
| 123      | Richmond City Public Schools   | 470           | HENDERSON MIDDLE                              | 51,936.73                |
| 123      | Richmond City Public Schools   | 480           | THOMAS C. BOUSHALL MIDDLE                     | 51,162.39                |
| 123      | Richmond City Public Schools   | 50            | BINFORD MIDDLE                                | 52,092.03                |
| 123      | Richmond City Public Schools   | 511           | SUMMER HILL PRESCHOOL CENTER                  | 51,275.86                |
| 123      | Richmond City Public Schools   | 580           | MARY MUNFORD ELEM                             | 58,169.44                |
| 123      | Richmond City Public Schools   | 600           | JOHN B. CARY ELEM                             | 56,004.68                |
| 123      | Richmond City Public Schools   | 621           | FRANKLIN MILITARY ACADEMY                     | 54,860.00                |
| 123      | Richmond City Public Schools   | 650           | WOODVILLE ELEM                                | 51,538.44                |
| 123      | Richmond City Public Schools   | 660           | WESTOVER HILLS ELEM                           | 53,809.24                |
| 123      | Richmond City Public Schools   | 690           | MAYMONT PRE-K CENTER                          | 58,074.40                |
| 123      | Richmond City Public Schools   | 710           | FAIRFIELD COURT ELEM                          | 54,828.80                |
| 123      | Richmond City Public Schools   | 730           | JOHN MARSHALL HIGH                            | 54,873.32                |
| 123      | Richmond City Public Schools   | 741           | GEORGE WYTHE HIGH                             | 54,588.42                |
| 123      | Richmond City Public Schools   | 750           | AMELIA STREET SP. ED.                         | 59,134.57                |
| 123      | Richmond City Public Schools   | 770           | MARTIN LUTHER KING JR. MIDDLE                 | 50,151.52                |
| 123      | Richmond City Public Schools   | 771           | MARTIN LUTHER KING JR EARLY LEARNING CENTER   | 60,622.38                |
| 123      | Richmond City Public Schools   | 830           | CHIMBORAZO ELEM                               | 51,307.54                |
| 123      | Richmond City Public Schools   | 850           | ARMSTRONG HIGH                                | 54,798.25                |
| 123      | Richmond City Public Schools   | 90            | OPEN HIGH                                     | 58,399.94                |
| 124      | Roanoke City Public Schools    | 110           | HIGHLAND PARK ELEM                            | 53,143.18                |
| 124      | Roanoke City Public Schools    | 150           | WOODROW WILSON MIDDLE                         | 52,284.60                |
| 124      | Roanoke City Public Schools    | 20            | CRYSTAL SPRING ELEM                           | 53,285.25                |
| 124      | Roanoke City Public Schools    | 210           | BRECKINRIDGE MIDDLE                           | 47,972.34                |
| 124      | Roanoke City Public Schools    | 220           | ROANOKE ACADEMY FOR MATH & SCIENCE ELEM       | 48,761.27                |

**Virginia Department of Education**

**Average Teacher Salaries by School for School Year 2018-2019**

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, school 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 2018-2019 Salary |
|----------|------------------------------------|---------------|--|--------------------------|
| 124      | Roanoke City Public Schools        | 230           | JOHN P. FISHWICK MIDDLE                  | 50,483.73                |
| 124      | Roanoke City Public Schools        | 240           | PRESTON PARK ELEM                        | 53,068.24                |
| 124      | Roanoke City Public Schools        | 280           | LUCY ADDISON AEROSPACE MAGNET MIDDLE     | 48,394.99                |
| 124      | Roanoke City Public Schools        | 300           | GARDEN CITY ELEM                         | 51,408.29                |
| 124      | Roanoke City Public Schools        | 310           | GRANDIN COURT ELEM                       | 53,983.54                |
| 124      | Roanoke City Public Schools        | 320           | ROUND HILL ELEM                          | 49,889.69                |
| 124      | Roanoke City Public Schools        | 340           | LINCOLN TERRACE ELEM                     | 49,699.86                |
| 124      | Roanoke City Public Schools        | 350           | WESTSIDE ELEM                            | 47,542.40                |
| 124      | Roanoke City Public Schools        | 370           | MONTEREY ELEM                            | 47,673.17                |
| 124      | Roanoke City Public Schools        | 380           | FISHBURN PARK ELEM                       | 52,660.67                |
| 124      | Roanoke City Public Schools        | 390           | PATRICK HENRY HIGH                       | 51,740.89                |
| 124      | Roanoke City Public Schools        | 400           | WILLIAM FLEMING HIGH                     | 49,943.08                |
| 124      | Roanoke City Public Schools        | 410           | FAIRVIEW ELEM                            | 50,883.53                |
| 124      | Roanoke City Public Schools        | 420           | HURT PARK ELEM                           | 49,584.57                |
| 124      | Roanoke City Public Schools        | 450           | JAMES MADISON MIDDLE                     | 47,092.09                |
| 124      | Roanoke City Public Schools        | 50            | FALLON PARK ELEM                         | 50,846.27                |
| 124      | Roanoke City Public Schools        | 60            | MORNINGSIDE ELEM                         | 50,630.10                |
| 124      | Roanoke City Public Schools        | 70            | VIRGINIA HEIGHTS ELEM                    | 50,546.79                |
| 124      | Roanoke City Public Schools        | 90            | WASENA ELEM                              | 52,106.62                |
| 126      | Staunton City Public Schools       | 110           | SHELBURNE MIDDLE                         | 48,592.06                |
| 126      | Staunton City Public Schools       | 30            | ROBERT E. LEE HIGH                       | 47,677.77                |
| 126      | Staunton City Public Schools       | 40            | A. R. WARE ELEM                          | 47,969.86                |
| 126      | Staunton City Public Schools       | 41            | STAUNTON PRESCHOOL PROGRAMS              | 50,847.62                |
| 126      | Staunton City Public Schools       | 70            | BESSIE WELLER ELEM                       | 46,583.89                |
| 126      | Staunton City Public Schools       | 90            | THOMAS C. MCSWAIN ELEM                   | 47,946.72                |
| 127      | Suffolk City Public Schools        | 210           | ELEPHANT'S FORK ELEM                     | 52,843.47                |
| 127      | Suffolk City Public Schools        | 220           | NANSEMOND PARKWAY ELEM                   | 56,151.67                |
| 127      | Suffolk City Public Schools        | 230           | KILBY SHORES ELEM                        | 55,860.44                |
| 127      | Suffolk City Public Schools        | 240           | NANSEMOND RIVER HIGH                     | 56,132.26                |
| 127      | Suffolk City Public Schools        | 300           | LAKELAND HIGH                            | 55,533.91                |
| 127      | Suffolk City Public Schools        | 330           | MACK BENN JR. ELEM                       | 53,684.34                |
| 127      | Suffolk City Public Schools        | 370           | JOHN F. KENNEDY MIDDLE                   | 52,070.04                |
| 127      | Suffolk City Public Schools        | 380           | JOHN YEATES MIDDLE                       | 57,944.39                |
| 127      | Suffolk City Public Schools        | 390           | FOREST GLEN MIDDLE                       | 56,179.35                |
| 127      | Suffolk City Public Schools        | 391           | NORTHERN SHORES ELEM                     | 54,643.04                |
| 127      | Suffolk City Public Schools        | 393           | KING'S FORK MIDDLE                       | 55,584.01                |
| 127      | Suffolk City Public Schools        | 395           | KING'S FORK HIGH                         | 54,081.18                |
| 127      | Suffolk City Public Schools        | 397           | COLONEL FRED CHERRY MIDDLE SCHOOL        | 52,112.66                |
| 127      | Suffolk City Public Schools        | 440           | CREEKSIDE ELEM                           | 52,829.98                |
| 127      | Suffolk City Public Schools        | 450           | HILLPOINT ELEM                           | 52,064.78                |
| 127      | Suffolk City Public Schools        | 47            | PIONEER ELEM                             | 52,898.00                |
| 127      | Suffolk City Public Schools        | 50            | BOOKER T. WASHINGTON ELEM                | 57,813.60                |
| 127      | Suffolk City Public Schools        | 70            | OAKLAND ELEM                             | 54,966.65                |
| 127      | Suffolk City Public Schools        | 90            | FLORENCE BOWSER ELEM                     | 53,980.16                |
| 128      | Virginia Beach City Public Schools | 10            | GREEN RUN HIGH                           | 56,336.34                |
| 128      | Virginia Beach City Public Schools | 100           | THREE OAKS ELEM                          | 58,984.06                |
| 128      | Virginia Beach City Public Schools | 1020          | NEW CASTLE ELEM                          | 57,913.26                |
| 128      | Virginia Beach City Public Schools | 1030          | LANDSTOWN HIGH                           | 58,273.88                |
| 128      | Virginia Beach City Public Schools | 1041          | CORPORATE LANDING ELEM                   | 59,321.45                |
| 128      | Virginia Beach City Public Schools | 1050          | GREEN RUN COLLEGIATE                     | 55,804.69                |
| 128      | Virginia Beach City Public Schools | 106           | DIAMOND SPRINGS ELEM                     | 54,297.07                |
| 128      | Virginia Beach City Public Schools | 115           | BAYSIDE 6TH GRADE CAMPUS                 | 53,243.17                |
| 128      | Virginia Beach City Public Schools | 130           | W.T. COOKE ELEM                          | 55,537.06                |
| 128      | Virginia Beach City Public Schools | 140           | VIRGINIA BEACH MIDDLE                    | 56,761.45                |
| 128      | Virginia Beach City Public Schools | 20            | WHITE OAKS ELEM                          | 55,362.61                |
| 128      | Virginia Beach City Public Schools | 230           | CREEDS ELEM                              | 56,112.93                |
| 128      | Virginia Beach City Public Schools | 280           | BAYSIDE ELEM                             | 53,876.17                |
| 128      | Virginia Beach City Public Schools | 290           | SEATACK ELEM AN ACHIEVABLE DREAM ACADEMY | 57,695.13                |
| 128      | Virginia Beach City Public Schools | 30            | FRANK W. COX HIGH                        | 57,260.50                |
| 128      | Virginia Beach City Public Schools | 300           | SHELTON PARK ELEM                        | 57,159.33                |

**Virginia Department of Education**

**Average Teacher Salaries by School for School Year 2018-2019**

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, school 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 2018-2019 Salary |
|----------|------------------------------------|---------------|-------------------------|--------------------------|
| 128      | Virginia Beach City Public Schools | 321           | PRINCESS ANNE HIGH      | 58,537.78                |
| 128      | Virginia Beach City Public Schools | 330           | LINKHORN PARK ELEM      | 57,039.60                |
| 128      | Virginia Beach City Public Schools | 340           | PRINCESS ANNE ELEM      | 55,984.23                |
| 128      | Virginia Beach City Public Schools | 350           | THALIA ELEM             | 56,260.77                |
| 128      | Virginia Beach City Public Schools | 360           | JOHN B. DEY ELEM        | 56,136.43                |
| 128      | Virginia Beach City Public Schools | 390           | WOODSTOCK ELEM          | 55,313.23                |
| 128      | Virginia Beach City Public Schools | 40            | CENTERVILLE ELEM        | 55,474.31                |
| 128      | Virginia Beach City Public Schools | 400           | THOROUGHGOOD ELEM       | 53,853.16                |
| 128      | Virginia Beach City Public Schools | 410           | KEMPSVILLE MEADOWS ELEM | 59,575.71                |
| 128      | Virginia Beach City Public Schools | 420           | KING'S GRANT ELEM       | 57,746.96                |
| 128      | Virginia Beach City Public Schools | 430           | GREAT NECK MIDDLE       | 56,440.16                |
| 128      | Virginia Beach City Public Schools | 440           | FLOYD KELLAM HIGH       | 58,754.92                |
| 128      | Virginia Beach City Public Schools | 450           | KEMPSVILLE ELEM         | 57,031.19                |
| 128      | Virginia Beach City Public Schools | 460           | LUXFORD ELEM            | 54,539.56                |
| 128      | Virginia Beach City Public Schools | 470           | WILLIAMS ELEM           | 51,933.15                |
| 128      | Virginia Beach City Public Schools | 490           | PEMBROKE ELEM           | 55,968.98                |
| 128      | Virginia Beach City Public Schools | 50            | SALEM MIDDLE            | 57,475.93                |
| 128      | Virginia Beach City Public Schools | 500           | MALIBU ELEM             | 53,285.24                |
| 128      | Virginia Beach City Public Schools | 510           | TRANTWOOD ELEM          | 53,248.04                |
| 128      | Virginia Beach City Public Schools | 520           | LYNNHAVEN ELEM          | 53,986.26                |
| 128      | Virginia Beach City Public Schools | 530           | BAYSIDE HIGH            | 56,322.59                |
| 128      | Virginia Beach City Public Schools | 540           | HERMITAGE ELEM          | 58,490.34                |
| 128      | Virginia Beach City Public Schools | 550           | ARROWHEAD ELEM          | 55,566.14                |
| 128      | Virginia Beach City Public Schools | 560           | WINDSOR WOODS ELEM      | 57,180.43                |
| 128      | Virginia Beach City Public Schools | 580           | KINGSTON ELEM           | 57,336.19                |
| 128      | Virginia Beach City Public Schools | 590           | ALANTON ELEM            | 58,005.20                |
| 128      | Virginia Beach City Public Schools | 60            | BIRDNECK ELEM           | 57,314.90                |
| 128      | Virginia Beach City Public Schools | 600           | HOLLAND ELEM            | 54,346.65                |
| 128      | Virginia Beach City Public Schools | 610           | FIRST COLONIAL HIGH     | 59,578.73                |
| 128      | Virginia Beach City Public Schools | 620           | KEMPSVILLE HIGH         | 55,403.29                |
| 128      | Virginia Beach City Public Schools | 630           | BROOKWOOD ELEM          | 55,386.16                |
| 128      | Virginia Beach City Public Schools | 640           | PLAZA MIDDLE            | 55,211.86                |
| 128      | Virginia Beach City Public Schools | 660           | PEMBROKE MEADOWS ELEM   | 53,675.43                |
| 128      | Virginia Beach City Public Schools | 670           | WINDSOR OAKS ELEM       | 53,422.96                |
| 128      | Virginia Beach City Public Schools | 680           | POINT O' VIEW ELEM      | 53,597.27                |
| 128      | Virginia Beach City Public Schools | 690           | KEMPSVILLE MIDDLE       | 57,991.19                |
| 128      | Virginia Beach City Public Schools | 692           | PROVIDENCE ELEM         | 57,879.95                |
| 128      | Virginia Beach City Public Schools | 700           | BAYSIDE MIDDLE          | 55,354.52                |
| 128      | Virginia Beach City Public Schools | 710           | NEWTOWN ELEM            | 52,895.88                |
| 128      | Virginia Beach City Public Schools | 720           | COLLEGE PARK ELEM       | 54,640.83                |
| 128      | Virginia Beach City Public Schools | 730           | LYNNHAVEN MIDDLE        | 55,926.62                |
| 128      | Virginia Beach City Public Schools | 740           | INDEPENDENCE MIDDLE     | 56,716.58                |
| 128      | Virginia Beach City Public Schools | 750           | PRINCESS ANNE MIDDLE    | 56,418.48                |
| 128      | Virginia Beach City Public Schools | 760           | NORTH LANDING ELEM      | 60,524.53                |
| 128      | Virginia Beach City Public Schools | 770           | GREEN RUN ELEM          | 55,366.18                |
| 128      | Virginia Beach City Public Schools | 780           | FAIRFIELD ELEM          | 56,161.67                |
| 128      | Virginia Beach City Public Schools | 790           | BRANDON MIDDLE          | 57,118.52                |
| 128      | Virginia Beach City Public Schools | 80            | OLD DONATION SCHOOL     | 57,118.07                |
| 128      | Virginia Beach City Public Schools | 800           | INDIAN LAKES ELEM       | 55,473.06                |
| 128      | Virginia Beach City Public Schools | 810           | ROSEMONT ELEM           | 53,361.43                |
| 128      | Virginia Beach City Public Schools | 820           | PARKWAY ELEM            | 58,570.66                |
| 128      | Virginia Beach City Public Schools | 830           | SALEM ELEM              | 60,391.70                |
| 128      | Virginia Beach City Public Schools | 840           | ROSEMONT FOREST ELEM    | 55,205.13                |
| 128      | Virginia Beach City Public Schools | 850           | SALEM HIGH              | 56,892.69                |
| 128      | Virginia Beach City Public Schools | 870           | GLENWOOD ELEM           | 55,067.16                |
| 128      | Virginia Beach City Public Schools | 880           | OCEAN LAKES ELEM        | 57,648.51                |
| 128      | Virginia Beach City Public Schools | 900           | RED MILL ELEM           | 58,774.15                |
| 128      | Virginia Beach City Public Schools | 910           | TALLWOOD ELEM           | 54,798.96                |
| 128      | Virginia Beach City Public Schools | 920           | TALLWOOD HIGH           | 54,972.40                |
| 128      | Virginia Beach City Public Schools | 931           | LANDSTOWN MIDDLE        | 55,984.58                |



**Virginia Department of Education**

**Average Teacher Salaries by School for School Year 2018-2019**

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, school 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 2018-2019 Salary |
|----------|---|---------------|-------------------------------------|--------------------------|
| 128      | Virginia Beach City Public Schools            | 932           | LANDSTOWN ELEM                      | 56,451.37                |
| 128      | Virginia Beach City Public Schools            | 940           | STRAWBRIDGE ELEM                    | 57,307.78                |
| 128      | Virginia Beach City Public Schools            | 960           | OCEAN LAKES HIGH                    | 58,927.63                |
| 128      | Virginia Beach City Public Schools            | 970           | LARKSPUR MIDDLE                     | 56,149.31                |
| 128      | Virginia Beach City Public Schools            | 980           | CORPORATE LANDING MIDDLE            | 58,727.93                |
| 128      | Virginia Beach City Public Schools            | 990           | CHRISTOPHER FARMS ELEM              | 57,148.52                |
| 130      | Waynesboro City Public Schools                | 580           | WENONAH ELEM                        | 42,494.00                |
| 130      | Waynesboro City Public Schools                | 600           | WAYNESBORO HIGH                     | 47,542.00                |
| 130      | Waynesboro City Public Schools                | 620           | WAYNE HILLS CTR                     | 46,847.00                |
| 130      | Waynesboro City Public Schools                | 630           | WESTWOOD HILLS ELEM                 | 47,441.00                |
| 130      | Waynesboro City Public Schools                | 640           | KATE COLLINS MIDDLE                 | 46,074.00                |
| 130      | Waynesboro City Public Schools                | 650           | BERKELEY GLENN ELEM                 | 47,309.00                |
| 130      | Waynesboro City Public Schools                | 751           | WILLIAM PERRY ELEM                  | 44,085.00                |
| 131      | Williamsburg-James City County Public Schools | 10            | MATTHEW WHALEY ELEM                 | 52,399.90                |
| 131      | Williamsburg-James City County Public Schools | 100           | TOANO MIDDLE                        | 51,691.08                |
| 131      | Williamsburg-James City County Public Schools | 190           | J BLAINE BLAYTON ELEM               | 50,946.14                |
| 131      | Williamsburg-James City County Public Schools | 191           | LOIS HORNSBY MIDDLE                 | 53,090.86                |
| 131      | Williamsburg-James City County Public Schools | 201           | JAMES RIVER ELEM                    | 50,694.62                |
| 131      | Williamsburg-James City County Public Schools | 202           | JAMESTOWN HIGH                      | 54,523.01                |
| 131      | Williamsburg-James City County Public Schools | 203           | STONEHOUSE ELEM                     | 54,704.09                |
| 131      | Williamsburg-James City County Public Schools | 204           | WARHILL HIGH                        | 49,149.74                |
| 131      | Williamsburg-James City County Public Schools | 205           | MATOAKA ELEM                        | 53,932.67                |
| 131      | Williamsburg-James City County Public Schools | 25            | JAMES BLAIR MIDDLE                  | 46,123.20                |
| 131      | Williamsburg-James City County Public Schools | 40            | CLARA BYRD BAKER ELEM               | 57,003.60                |
| 131      | Williamsburg-James City County Public Schools | 50            | LAUREL LANE ELEM                    | 50,940.26                |
| 131      | Williamsburg-James City County Public Schools | 60            | BERKELEY MIDDLE                     | 54,337.89                |
| 131      | Williamsburg-James City County Public Schools | 70            | NORGE ELEM                          | 53,280.66                |
| 131      | Williamsburg-James City County Public Schools | 80            | D. J. MONTAGUE ELEM                 | 54,020.06                |
| 131      | Williamsburg-James City County Public Schools | 90            | LAFAYETTE HIGH                      | 54,042.54                |
| 132      | Winchester City Public Schools                | 20            | VIRGINIA AVE. CHARLOTTE DEHART ELEM | 51,413.00                |
| 132      | Winchester City Public Schools                | 40            | JOHN HANDLEY HIGH                   | 51,453.00                |
| 132      | Winchester City Public Schools                | 50            | GARLAND R. QUARLES ELEM             | 50,919.00                |
| 132      | Winchester City Public Schools                | 70            | DANIEL MORGAN MIDDLE                | 49,654.00                |
| 132      | Winchester City Public Schools                | 75            | DANIEL MORGAN INTERMEDIATE SCHOOL   | 51,520.00                |
| 132      | Winchester City Public Schools                | 80            | FREDERICK DOUGLASS ELEM             | 50,606.00                |
| 132      | Winchester City Public Schools                | 90            | JOHN KERR ELEM                      | 49,644.00                |
| 135      | Franklin City Public Schools                  | 10            | S.P. MORTON ELEM                    | 44,778.00                |
| 135      | Franklin City Public Schools                  | 20            | FRANKLIN HIGH                       | 46,539.00                |
| 135      | Franklin City Public Schools                  | 561           | JOSEPH P. KING JR. MIDDLE           | 46,376.00                |
| 136      | Chesapeake City Public Schools                | 10            | OSCAR SMITH MIDDLE                  | 51,874.22                |
| 136      | Chesapeake City Public Schools                | 100           | DEEP CREEK HIGH                     | 55,799.10                |
| 136      | Chesapeake City Public Schools                | 110           | WESTERN BRANCH PRIMARY              | 51,660.37                |
| 136      | Chesapeake City Public Schools                | 120           | GREAT BRIDGE HIGH                   | 55,870.86                |
| 136      | Chesapeake City Public Schools                | 140           | GREENBRIER PRIMARY                  | 52,609.87                |
| 136      | Chesapeake City Public Schools                | 160           | NORFOLK HIGHLANDS PRIMARY           | 50,609.72                |
| 136      | Chesapeake City Public Schools                | 200           | RENA B WRIGHT PRIMARY               | 54,463.49                |
| 136      | Chesapeake City Public Schools                | 210           | DEEP CREEK ELEM                     | 55,347.45                |
| 136      | Chesapeake City Public Schools                | 280           | HICKORY MIDDLE                      | 56,985.31                |
| 136      | Chesapeake City Public Schools                | 340           | HICKORY ELEM                        | 54,260.25                |
| 136      | Chesapeake City Public Schools                | 40            | THURGOOD MARSHALL ELEM              | 52,246.02                |
| 136      | Chesapeake City Public Schools                | 50            | GEORGE W CARVER INT                 | 50,671.30                |
| 136      | Chesapeake City Public Schools                | 560           | CRESTWOOD MIDDLE                    | 54,543.43                |
| 136      | Chesapeake City Public Schools                | 590           | GREAT BRIDGE MIDDLE                 | 56,604.76                |
| 136      | Chesapeake City Public Schools                | 600           | SOUTHWESTERN ELEM                   | 54,794.21                |
| 136      | Chesapeake City Public Schools                | 610           | DEEP CREEK MIDDLE                   | 51,467.93                |
| 136      | Chesapeake City Public Schools                | 620           | SOUTHEASTERN ELEM                   | 58,052.96                |
| 136      | Chesapeake City Public Schools                | 630           | B M WILLIAMS PRIMARY                | 54,678.12                |
| 136      | Chesapeake City Public Schools                | 640           | EDWIN W CHITTUM ELEM                | 56,336.50                |
| 136      | Chesapeake City Public Schools                | 660           | DEEP CREEK CENTRAL ELEM             | 52,401.63                |
| 136      | Chesapeake City Public Schools                | 680           | GREAT BRIDGE PRIMARY                | 53,809.00                |

**Virginia Department of Education**

**Average Teacher Salaries by School for School Year 2018-2019**

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, school 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 2018-2019 Salary |
|----------|---|---------------|-----------------------------|--------------------------|
| 136      | Chesapeake City Public Schools                  | 700           | CRESTWOOD INTERMEDIATE      | 53,813.36                |
| 136      | Chesapeake City Public Schools                  | 710           | INDIAN RIVER MIDDLE         | 53,877.99                |
| 136      | Chesapeake City Public Schools                  | 720           | G A TREAKLE ELEM            | 54,142.72                |
| 136      | Chesapeake City Public Schools                  | 730           | PORTLOCK PRIMARY            | 51,323.71                |
| 136      | Chesapeake City Public Schools                  | 740           | WESTERN BRANCH MIDDLE       | 55,335.44                |
| 136      | Chesapeake City Public Schools                  | 750           | SPARROW ROAD INTERMEDIATE   | 49,558.39                |
| 136      | Chesapeake City Public Schools                  | 770           | BUTTS ROAD PRIMARY          | 58,270.69                |
| 136      | Chesapeake City Public Schools                  | 80            | OSCAR F SMITH HIGH          | 54,931.79                |
| 136      | Chesapeake City Public Schools                  | 810           | WESTERN BRANCH INT          | 53,546.23                |
| 136      | Chesapeake City Public Schools                  | 820           | GEORGETOWN PRIMARY          | 54,905.43                |
| 136      | Chesapeake City Public Schools                  | 830           | INDIAN RIVER HIGH           | 57,146.34                |
| 136      | Chesapeake City Public Schools                  | 840           | WESTERN BRANCH HIGH         | 55,637.43                |
| 136      | Chesapeake City Public Schools                  | 850           | GREAT BRIDGE INT            | 55,040.03                |
| 136      | Chesapeake City Public Schools                  | 860           | BUTTS ROAD INT              | 56,780.00                |
| 136      | Chesapeake City Public Schools                  | 870           | GREENBRIER INT.             | 51,205.10                |
| 136      | Chesapeake City Public Schools                  | 890           | HICKORY HIGH                | 56,069.43                |
| 136      | Chesapeake City Public Schools                  | 90            | CAMELOT ELEM                | 54,789.46                |
| 136      | Chesapeake City Public Schools                  | 900           | CEDAR ROAD ELEM             | 53,808.27                |
| 136      | Chesapeake City Public Schools                  | 920           | HUGO A OWENS MIDDLE         | 56,522.05                |
| 136      | Chesapeake City Public Schools                  | 950           | GRASSFIELD ELEM             | 55,318.71                |
| 136      | Chesapeake City Public Schools                  | 960           | GRASSFIELD HIGH             | 53,646.72                |
| 136      | Chesapeake City Public Schools                  | 971           | TRUITT INTERMEDIATE         | 48,698.17                |
| 136      | Chesapeake City Public Schools                  | 972           | GREENBRIER MIDDLE           | 55,811.85                |
| 136      | Chesapeake City Public Schools                  | 973           | JOLLIFF MIDDLE              | 57,689.26                |
| 137      | Lexington City Public Schools                   | 1390          | HARRINGTON WADDELL ELEM     | 51,153.00                |
| 137      | Lexington City Public Schools                   | 1440          | LYLBURN DOWNING MIDDLE      | 52,282.00                |
| 139      | Salem City Public Schools                       | 100           | ANDREW LEWIS MIDDLE         | 57,037.97                |
| 139      | Salem City Public Schools                       | 460           | WEST SALEM ELEM             | 57,469.90                |
| 139      | Salem City Public Schools                       | 550           | EAST SALEM ELEM             | 54,430.60                |
| 139      | Salem City Public Schools                       | 580           | SOUTH SALEM ELEM            | 54,455.31                |
| 139      | Salem City Public Schools                       | 70            | SALEM HIGH                  | 54,856.69                |
| 139      | Salem City Public Schools                       | 90            | G.W. CARVER ELEM            | 58,030.85                |
| 142      | Poquoson City Public Schools                    | 10            | POQUOSON HIGH               | 48,403.00                |
| 142      | Poquoson City Public Schools                    | 130           | POQUOSON MIDDLE             | 50,844.00                |
| 142      | Poquoson City Public Schools                    | 150           | POQUOSON ELEM               | 47,276.00                |
| 142      | Poquoson City Public Schools                    | 160           | POQUOSON PRIMARY            | 47,666.00                |
| 143      | Manassas City Public Schools                    | 10            | WEEMS ELEM                  | 62,499.91                |
| 143      | Manassas City Public Schools                    | 20            | RICHARD C. HAYDON ELEM      | 68,237.62                |
| 143      | Manassas City Public Schools                    | 310           | JENNIE DEAN ELEM            | 65,570.22                |
| 143      | Manassas City Public Schools                    | 370           | OSBOURN HIGH                | 68,106.99                |
| 143      | Manassas City Public Schools                    | 470           | BALDWIN ELEM                | 62,678.59                |
| 143      | Manassas City Public Schools                    | 471           | BALDWIN INTERMEDIATE SCHOOL | 62,144.85                |
| 143      | Manassas City Public Schools                    | 60            | GEORGE CARR ROUND ELEM      | 74,510.62                |
| 143      | Manassas City Public Schools                    | 70            | GRACE E. METZ MIDDLE        | 69,794.96                |
| 143      | Manassas City Public Schools                    | 80            | MAYFIELD INTERMEDIATE       | 68,034.78                |
| 144      | Manassas Park City Public Schools               | 30            | MANASSAS PARK HIGH          | 59,239.56                |
| 144      | Manassas Park City Public Schools               | 31            | MANASSAS PARK MIDDLE        | 59,565.58                |
| 144      | Manassas Park City Public Schools               | 420           | MANASSAS PARK ELEM          | 57,923.33                |
| 144      | Manassas Park City Public Schools               | 522           | COUGAR ELEM                 | 58,210.62                |
| 202      | Colonial Beach Public Schools                   | 21            | COLONIAL BEACH HIGH         | 44,519.50                |
| 202      | Colonial Beach Public Schools                   | 22            | COLONIAL BEACH ELEM         | 45,862.89                |
| 207      | West Point Public Schools                       | 280           | WEST POINT ELEM             | 52,962.00                |
| 207      | West Point Public Schools                       | 290           | WEST POINT HIGH             | 57,414.00                |
| 207      | West Point Public Schools                       | 391           | WEST POINT MIDDLE           | 55,309.00                |
| 218      | Virginia School for the Deaf and Blind-Staunton | 100           | VSDB ELEMENTARY             | 50,832.00                |
| 218      | Virginia School for the Deaf and Blind-Staunton | 200           | VSDB MIDDLE                 | 42,376.00                |
| 218      | Virginia School for the Deaf and Blind-Staunton | 300           | VSDB HIGH                   | 46,375.00                |

## **Mandate for the Reporting Requirement**

### **Item 136, paragraph B.12., Chapter 2, 2018 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.*

### Fiscal Year 2018 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   | 5,414,640,097.27        |
| Classroom Instruction Supplemental Salaries and Wages | 61100    | 1620   | 99,830,173.09           |
| Conselor Services Instructional Salaries and Wages    | 61210    | 1120   | 243,303,964.90          |
| Homebound Instruction Salaries and Wages              | 61230    | 1120   | 13,622,040.86           |
| Media Services Instructional Salaries and Wages       | 61320    | 1120   | 5,461,745.69            |
| Media Services Librarian Salaries and Wages           | 61320    | 1122   | 120,762,453.22          |
| Technology Classroom Instruction Salaries and Wages   | 68100    | 1120   | 61,863,541.37           |
| Technology Instructional Support Salaries and Wages   | 68200    | 1120   | 35,882,904.78           |
| Contingency Reserve Instructional Salaries and Wages  | 69000    | 1120   | -                       |
| Contingency Reserve Supplemental Salaries and Wages   | 69000    | 1620   | -                       |
| <b>TOTAL:</b>   |          |        | <b>5,995,366,921.18</b> |

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

| FTE Category                      | Function | Object | Total Amount      |
|-----------------------------------|----------|--------|-------------------|
| Instructional Classroom - Teacher | 61100    | 1120   | 96,615.10         |
| School Counselors                 | 61210    | 1120   | 3,922.21          |
| Homebound Instructional           | 61230    | 1120   | 521.48            |
| Media Instructional               | 61320    | 1120   | 88.81             |
| Media Librarian                   | 61320    | 1122   | 1,986.78          |
| Technology Classroom Instruction  | 68100    | 1120   | 1,007.19          |
| Technology Instructional Support  | 68200    | 1120   | 575.86            |
| Contingency Reserve Instructional | 69000    | 1120   | -                 |
| Contingency Reserve Librarian     | 69000    | 1122   | -                 |
| <b>TOTAL:</b>                     |          |        | <b>104,717.43</b> |

|  |                 |
|--|-----------------|
| <b>Total reported compensation expenditures are divided by the total reported FTEs to calculate the statewide average salary for fiscal year 2018:</b> | <b>\$57,253</b> |
|--|-----------------|

### Fiscal Year 2018 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   | 199,452,917.38        |
| Contingency Reserve, Principal Salaries and Wages     | 69000    | 1126   | -                     |
| <b>TOTAL:</b>   |          |        | <b>199,452,917.38</b> |

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

| FTE Category                   | Function | Object | Total Amount    |
|--------------------------------|----------|--------|-----------------|
| Principals                     | 61410    | 1126   | 1,981.70        |
| Contingency Reserve Principals | 69000    | 1126   | -               |
| <b>TOTAL:</b>                  |          |        | <b>1,981.70</b> |

|  |                  |
|--|------------------|
| <b>Total reported compensation expenditures are divided by the total reported FTEs to calculate the statewide average salary for fiscal year 2018:</b> | <b>\$100,647</b> |
|--|------------------|

**Fiscal Year 2018 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:*

| <b>Expenditure Category</b>                                     | <b>Function</b> | <b>Object</b> | <b>Total Amount</b>   |
|---|-----------------|---------------|-----------------------|
| Office of the Principal, Assistant Principal Salaries and Wages | 61410           | 1127          | 229,223,527.80        |
| Contingency Reserve, Assistant Principal Salaries and Wages     | 69000           | 1127          | -                     |
| <b>TOTAL:</b>   |                 |               | <b>229,223,527.80</b> |

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

| <b>FTE Category</b>                      | <b>Function</b> | <b>Object</b> | <b>Total Amount</b> |
|--|-----------------|---------------|---------------------|
| Assistant Principals                     | 61410           | 1127          | 2,798.55            |
| Contingency Reserve Assistant Principals | 69000           | 1127          | -                   |
| <b>TOTAL:</b>                            |                 |               | <b>2,798.55</b>     |

|  |                 |
|--|-----------------|
| <b>Total reported compensation expenditures are divided by the total reported FTEs to calculate the statewide average salary for fiscal year 2018:</b> | <b>\$81,908</b> |
|--|-----------------|

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