



# COMMONWEALTH of VIRGINIA

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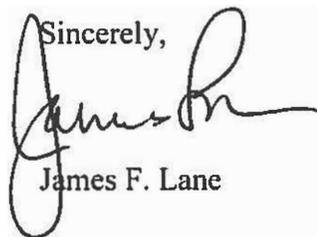
Division of Legislative Automated Systems (DLAS)  
910 Capitol Square  
General Assembly Building, Suite 660  
Richmond, Virginia 23219

ATTN: Legislative Documents and Reports Processing

To Whom It May Concern:

Pursuant to Item 136, paragraph B.12., Chapter 854, 2019 Acts of Assembly, I am pleased to transmit the 2019-2020 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,  
  
James F. Lane

JFL/eml

Enclosure

c: The Honorable Atif Qarni

# **DLAS Document Summary**

## **DLAS Document Summary**

2019-2020 Teacher Salary Survey Results

### **Author**

Department of Education

### **Enabling Authority**

Item 136, paragraph B.12., Chapter 854, 2019 Virginia Acts of Assembly

### **Executive Summary**

Item 136, paragraph B.12., Chapter 854, 2019 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 2019 and 2020. The report shows salary information from fiscal years 2018, 2019, and 2020 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 2019 to fiscal year 2020.

The average budgeted classroom teacher salary for fiscal year 2020 is \$60,265; this is a 1.63 percent increase from fiscal year 2019.

The average budgeted principal salary for fiscal year 2020 is \$107,702; this is a 3.86 percent increase from fiscal year 2019.

The average budgeted assistant principal salary for fiscal year 2020 is \$86,784; this is a 2.63 percent increase from fiscal year 2019.

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## Statewide Averages - Summary

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

	Statewide:
FY 2018 Actual Average Teacher Salary	\$57,252
FY 2019 Actual Average Teacher Salary <sup>2</sup>	\$59,297
Average Percentage Change, FY 2018 to FY 2019	3.57%
FY 2020 Budgeted Average Teacher Salary <sup>3</sup>	\$60,265
Budgeted Percentage Change, FY 2019 to FY 2020	1.63%

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

	Statewide:
FY 2018 Actual Average Principal Salary	\$100,703
FY 2019 Actual Average Principal Salary <sup>2</sup>	\$103,703
Average Percentage Change, FY 2018 to FY 2019	2.98%
FY 2020 Budgeted Average Principal Salary <sup>3</sup>	\$107,702
Budgeted Percentage Change, FY 2019 to FY 2020	3.86%

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

	Statewide:
FY 2018 Actual Average Assistant Principal Salary	\$81,908
FY 2019 Actual Average Assistant Principal Salary <sup>2</sup>	\$84,557
Average Percentage Change, FY 2018 to FY 2019	3.23%
FY 2020 Budgeted Average Assistant Principal Salary <sup>3</sup>	\$86,784
Budgeted Percentage Change, FY 2019 to FY 2020	2.63%

<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 2018-2019 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 2018-2019 Annual School Report. Averages calculated on the basis of statewide totals.

**Data Excerpted from the National Education Association's (NEA)  
"Rankings of the States 2018 and Estimates of School Statistics 2019" Report**

<http://www.nea.org/assets/files/2019%20Rankings%20and%20Estimates%20Report.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 2018-2019, Rankings, Table B-6  
Average Salaries (\$) of Public School Teachers, 2017-18**

Rank	State	School Year 2017-18 Average Salary
1	NEW YORK	\$84,227
2	CALIFORNIA	\$80,680
3	MASSACHUSETTS	\$80,357
4	DISTRICT OF COLUMBIA	\$76,486*
5	CONNECTICUT	\$74,517*
6	NEW JERSEY	\$69,917*
7	ALASKA	\$69,682
8	MARYLAND	\$69,627
9	PENNSYLVANIA	\$67,535
10	RHODE ISLAND	\$66,758*
11	ILLINOIS	\$65,721
12	OREGON	\$63,061
13	MICHIGAN	\$61,911
14	DELAWARE	\$61,725*
15	VERMONT	\$60,556*
	<b>UNITED STATES</b>	<b>\$60,477</b>
16	WYOMING	\$58,352
17	OHIO	\$58,000
18	HAWAII	\$57,866*
19	NEW HAMPSHIRE	\$57,833
20	MINNESOTA	\$57,782
21	IOWA	\$57,018
22	GEORGIA	\$56,329
23	WASHINGTON	\$55,693
24	NEVADA	\$54,280
25	NEBRASKA	\$54,213
26	MAINE	\$53,815
27	TEXAS	\$53,334
28	KENTUCKY	\$52,952
29	NORTH DAKOTA	\$52,850
30	MONTANA	\$52,776
31	COLORADO	\$52,701
32	<b>VIRGINIA</b>	<b>\$51,994*</b>
33	WISCONSIN	\$51,469*
34	NORTH CAROLINA	\$51,231
35	TENNESSEE	\$50,900
36	INDIANA	\$50,614
37	ALABAMA	\$50,568
38	ARKANSAS	\$50,544
39	LOUISIANA	\$50,359
40	SOUTH CAROLINA	\$50,182
41	KANSAS	\$49,754
42	UTAH	\$49,655
43	MISSOURI	\$49,304
44	IDAHO	\$49,225
45	ARIZONA	\$48,723
46	FLORIDA	\$48,168
47	SOUTH DAKOTA	\$47,631
48	NEW MEXICO	\$47,152
49	OKLAHOMA	\$46,300
50	WEST VIRGINIA	\$45,642
51	MISSISSIPPI	\$44,926

\* Computed from NEA Research, Estimates Database (2017).

**Virginia Department of Education**  
**2019-2020 Salary Survey - Teachers**  
*Classroom Teacher Salary Survey (Including Librarians and School Counselors)*

Division	Name	FY 2018 Actual Average Teacher Salary	FY 2019 Actual Average Teacher Salary	FY 2018 to FY 2019 Percent Increase/ (Decrease)	FY 2020 Budgeted Average Teacher Salary	FY 2019 to FY 2020 Percent Increase/ (Decrease)
<b>School Divisions</b>						
<b>Counties</b>						
001	Accomack County Public Schools	47,296	48,845	3.28%	49,036	0.39%
002	Albemarle County Public Schools	58,796	58,422	(0.64%)	58,428	0.01%
003	Alleghany County Public Schools	47,800	47,745	(0.11%)	48,038	0.61%
004	Amelia County Public Schools	48,872	47,870	(2.05%)	46,077	(3.75%)
005	Amherst County Public Schools	44,880	45,588	1.58%	46,120	1.17%
006	Appomattox County Public Schools	44,832	46,215	3.08%	49,497	7.10%
007	Arlington County Public Schools	80,778	79,234	(1.91%)	81,129	2.39%
008	Augusta County Public Schools	49,746	50,251	1.01%	50,145	(0.21%)
009	Bath County Public Schools	48,565	47,540	(2.11%)	44,934	(5.48%)
010	Bedford County Public Schools	45,810	48,135	5.07%	48,918	1.63%
011	Bland County Public Schools	43,339	43,919	1.34%	40,756	(7.20%)
012	Botetourt County Public Schools	53,995	54,538	1.00%	51,136	(6.24%)
013	Brunswick County Public Schools	43,491	43,476	(0.04%)	43,645	0.39%
014	Buchanan County Public Schools	44,366	43,060	(2.94%)	42,863	(0.46%)
015	Buckingham County Public Schools	49,318	50,049	1.48%	50,199	0.30%
016	Campbell County Public Schools	46,521	47,779	2.70%	54,078	13.18%
017	Caroline County Public Schools	47,118	48,241	2.38%	50,778	5.26%
018	Carroll County Public Schools	49,280	50,988	3.47%	52,178	2.33%
019	Charles City County Public Schools	47,556	48,703	2.41%	48,735	0.07%
020	Charlotte County Public Schools	49,153	63,776	29.75%	47,792	(25.06%)
021	Chesterfield County Public Schools	49,174	55,677	13.22%	50,070	(10.07%)
022	Clarke County Public Schools	51,788	51,283	(0.97%)	55,537	8.29%
023	Craig County Public Schools	42,706	45,729	7.08%	45,289	(0.96%)
024	Culpeper County Public Schools	50,443	51,787	2.66%	50,543	(2.40%)
025	Cumberland County Public Schools	48,118	47,008	(2.31%)	48,821	3.86%
026	Dickenson County Public Schools	39,950	39,859	(0.23%)	42,298	6.12%
027	Dinwiddie County Public Schools	53,413	51,926	(2.78%)	52,699	1.49%
028	Essex County Public Schools	46,841	48,626	3.81%	46,671	(4.02%)
029	Fairfax County Public Schools <sup>1</sup>	71,076	74,057	4.19%	77,985	5.30%
030	Fauquier County Public Schools	54,361	56,116	3.23%	54,963	(2.06%)
031	Floyd County Public Schools	46,154	46,662	1.10%	49,758	6.63%
032	Fluvanna County Public Schools	51,751	52,589	1.62%	54,466	3.57%
033	Franklin County Public Schools	49,378	52,677	6.68%	48,573	(7.79%)
034	Frederick County Public Schools	54,805	56,652	3.37%	57,434	1.38%
035	Giles County Public Schools	42,386	43,051	1.57%	44,557	3.50%
036	Gloucester County Public Schools	49,844	52,460	5.25%	54,937	4.72%
037	Goochland County Public Schools	50,127	50,075	(0.10%)	51,953	3.75%
038	Grayson County Public Schools	37,945	40,432	6.56%	39,567	(2.14%)
039	Greene County Public Schools	50,454	51,854	2.77%	54,348	4.81%
040	Greensville County Public Schools <sup>2</sup>	48,941	48,246	(1.42%)	60,046	24.46%
041	Halifax County Public Schools	40,725	41,088	0.89%	42,219	2.75%
042	Hanover County Public Schools	58,183	52,890	(9.10%)	53,524	1.20%
043	Henrico County Public Schools	51,270	50,783	(0.95%)	51,125	0.67%
044	Henry County Public Schools	47,310	50,930	7.65%	49,050	(3.69%)
045	Highland County Public Schools	49,637	46,118	(7.09%)	39,813	(13.67%)
046	Isle Of Wight County Public Schools	53,377	54,583	2.26%	54,159	(0.78%)
048	King George County Public Schools	52,489	55,137	5.04%	59,708	8.29%
049	King And Queen County Public Schools	47,157	47,421	0.56%	52,625	10.97%
050	King William County Public Schools	49,268	49,478	0.43%	51,088	3.25%
051	Lancaster County Public Schools	52,035	51,873	(0.31%)	47,835	(7.79%)
052	Lee County Public Schools	47,426	49,864	5.14%	54,633	9.56%
053	Loudoun County Public Schools	69,021	70,831	2.62%	76,819	8.45%
054	Louisa County Public Schools	53,508	50,855	(4.96%)	54,388	6.95%
055	Lunenburg County Public Schools	44,096	46,402	5.23%	47,039	1.37%
056	Madison County Public Schools	43,920	43,840	(0.18%)	47,642	8.67%
057	Mathews County Public Schools	48,056	45,572	(5.17%)	49,212	7.99%
058	Mecklenburg County Public Schools	45,533	45,398	(0.30%)	49,371	8.75%
059	Middlesex County Public Schools	47,336	54,123	14.34%	48,612	(10.18%)
060	Montgomery County Public Schools	51,911	50,103	(3.48%)	49,709	(0.79%)

**Virginia Department of Education**  
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062	Nelson County Public Schools	55,461	56,005	0.98%	51,940	(7.26%)
063	New Kent County Public Schools	51,274	52,057	1.53%	55,861	7.31%
065	Northampton County Public Schools	45,588	44,368	(2.68%)	46,571	4.96%
066	Northumberland County Public Schools	51,093	51,485	0.77%	51,837	0.68%
067	Nottoway County Public Schools	47,229	43,819	(7.22%)	50,037	14.19%
068	Orange County Public Schools	49,185	48,771	(0.84%)	50,722	4.00%
069	Page County Public Schools	47,367	49,557	4.62%	49,557	0.00%
070	Patrick County Public Schools	43,476	42,561	(2.11%)	43,652	2.56%
071	Pittsylvania County Public Schools	47,613	47,622	0.02%	48,435	1.71%
072	Powhatan County Public Schools	55,824	58,402	4.62%	59,725	2.27%
073	Prince Edward County Public Schools	42,825	47,165	10.13%	51,068	8.27%
074	Prince George County Public Schools	51,759	51,616	(0.28%)	55,133	6.81%
075	Prince William County Public Schools	65,761	67,143	2.10%	69,497	3.51%
077	Pulaski County Public Schools	45,170	47,028	4.11%	45,556	(3.13%)
078	Rappahannock County Public Schools	51,811	57,722	11.41%	54,204	(6.09%)
079	Richmond County Public Schools	47,913	49,696	3.72%	50,279	1.17%
080	Roanoke County Public Schools	51,397	51,404	0.01%	54,418	5.86%
081	Rockbridge County Public Schools	53,290	56,312	5.67%	54,020	(4.07%)
082	Rockingham County Public Schools	51,658	51,964	0.59%	53,419	2.80%
083	Russell County Public Schools	39,475	41,331	4.70%	43,224	4.58%
084	Scott County Public Schools	46,641	50,522	8.32%	48,397	(4.21%)
085	Shenandoah County Public Schools	49,121	51,327	4.49%	51,739	0.80%
086	Smyth County Public Schools	43,961	45,357	3.17%	46,621	2.79%
087	Southampton County Public Schools	47,036	47,953	1.95%	50,062	4.40%
088	Spotsylvania County Public Schools	54,248	54,668	0.77%	56,329	3.04%
089	Stafford County Public Schools	52,618	55,801	6.05%	58,394	4.65%
090	Stafford County Public Schools	51,239	54,487	6.34%	55,469	1.80%
091	Sussex County Public Schools	52,546	49,468	(5.86%)	41,793	(15.52%)
092	Tazewell County Public Schools	37,440	39,833	6.39%	41,248	3.55%
093	Warren County Public Schools	49,146	49,336	0.39%	51,930	5.26%
094	Washington County Public Schools	46,349	53,928	16.35%	47,191	(12.49%)
095	Westmoreland County Public Schools	47,558	46,234	(2.78%)	52,741	14.07%
096	Wise County Public Schools	41,324	41,430	0.26%	43,605	5.25%
097	Wythe County Public Schools	46,521	47,796	2.74%	43,466	(9.06%)
098	York County Public Schools	53,115	54,479	2.57%	52,193	(4.20%)
<b>Cities</b>						
101	Alexandria City Public Schools	74,201	75,328	1.52%	78,132	7.2%
102	Bristol City Public Schools	46,630	50,537	8.38%	55,240	9.30%
103	Buena Vista City Public Schools	45,122	48,519	7.53%	39,824	(17.92%)
104	Charlottesville City Public Schools	61,072	62,504	2.34%	62,941	0.70%
106	Colonial Heights City Public Schools	51,007	51,542	1.05%	52,357	1.58%
107	Covington City Public Schools	53,329	51,087	(4.20%)	52,283	2.34%
108	Danville City Public Schools	48,546	53,161	9.50%	50,488	(5.03%)
109	Falls Church City Public Schools	88,323	79,162	(10.37%)	77,030	(2.69%)
110	Fredericksburg City Public Schools	56,539	57,123	1.03%	58,670	2.71%
111	Galax City Public Schools	47,659	47,632	(0.06%)	44,132	(7.35%)
112	Hampton City Public Schools	51,355	53,111	3.42%	48,548	(8.59%)
113	Harrisonburg City Public Schools	46,501	50,170	7.89%	51,348	2.35%
114	Hopewell City Public Schools	47,874	50,305	5.08%	51,853	3.08%
115	Lynchburg City Public Schools	49,275	47,110	(4.39%)	51,280	8.85%
116	Martinsville City Public Schools	45,858	45,514	(0.75%)	47,704	4.81%
117	Newport News City Public Schools	52,854	54,878	3.83%	53,661	(2.22%)
118	Norfolk City Public Schools	50,223	53,908	7.34%	47,848	(11.24%)
119	Norton City Public Schools	40,676	40,803	0.31%	41,887	2.66%
120	Petersburg City Public Schools	45,031	46,864	4.07%	51,582	10.07%
121	Portsmouth City Public Schools	53,725	52,557	(2.17%)	55,136	4.91%
122	Radford City Public Schools	50,936	50,795	(0.28%)	51,729	1.84%
123	Richmond City Public Schools	51,530	63,161	22.57%	51,907	(17.82%)
124	Roanoke City Public Schools	53,687	56,967	6.11%	57,319	0.62%
126	Staunton City Public Schools	49,033	50,408	2.81%	52,163	3.48%
127	Suffolk City Public Schools	58,270	60,426	3.70%	55,254	(8.56%)

**Virginia Department of Education**  
**2019-2020 Salary Survey - Teachers**  
*Classroom Teacher Salary Survey (Including Librarians and School Counselors)*

Division	Name	FY 2018 Actual Average Teacher Salary	FY 2019 Actual Average Teacher Salary	FY 2018 to FY 2019 Percent Increase/ (Decrease)	FY 2020 Budgeted Average Teacher Salary	FY 2019 to FY 2020 Percent Increase/ (Decrease)
128	Virginia Beach City Public Schools	55,183	56,804	2.94%	56,509	(0.52%)
130	Waynesboro City Public Schools	47,363	48,162	1.69%	49,578	2.94%
131	Williamsburg Public Schools <sup>3</sup>	54,435	55,686	2.30%	55,644	(0.07%)
132	Winchester City Public Schools	55,973	55,566	(0.73%)	56,668	1.98%
135	Franklin City Public Schools	45,966	43,076	(6.29%)	49,844	15.71%
136	Chesapeake City Public Schools	53,516	57,606	7.64%	59,574	3.42%
137	Lexington City Public Schools	43,213	46,900	8.53%	45,070	(3.90%)
139	Salem City Public Schools	58,418	59,483	1.82%	57,980	(2.53%)
142	Poquoson City Public Schools	51,339	52,510	2.28%	48,871	(6.93%)
143	Manassas City Public Schools	65,211	72,275	10.83%	68,415	(5.34%)
144	Manassas Park City Public Schools	59,171	59,869	1.18%	63,050	5.31%
<b>Towns</b>						
202	Colonial Beach Public Schools	51,764	50,430	(2.58%)	59,623	18.23%
207	West Point Public Schools	36,696	46,205	25.91%	48,307	4.55%
<b>Average for School Divisions<sup>4</sup>:</b>		<b>57,264</b>	<b>59,278</b>	<b>3.52%</b>	<b>60,264</b>	<b>1.66%</b>

**Governor's Schools**

260	Central Virginia Governor's School	65,154	62,409	(4.21%)	61,424	(1.58%)
261	Southwest Virginia Governor's School	53,364	52,166	(2.25%)	49,582	(4.95%)
262	Governor's School For The Arts	44,649	58,599	31.25%	56,798	(3.07%)
263	Roanoke Valley Governor's School	56,390	58,759	4.20%	63,431	7.95%
264	New Horizons Governor's School	64,804	65,472	1.03%	67,158	2.58%
265	Shenandoah Valley Governor's School	57,173	57,502	0.57%	58,165	1.15%
266	Governor's School Global Economics/Tech	54,111	52,708	(2.59%)	56,667	7.51%
267	Appomattox Regional Governor's School	46,058	48,758	5.86%	47,741	(2.09%)
268	A. Linwood Holton Governor's School	59,964	57,292	(4.46%)	63,658	11.11%
269	Chesapeake Bay Governor's School	54,363	55,469	2.03%	56,891	2.56%
270	Commonwealth Governor's School	64,466	73,600	14.17%	69,817	(5.14%)
271	Maggie L. Walker Governor's School	74,265	81,766	10.10%	56,672	(30.69%)
272	Thomas Jefferson High School	90,143	91,440	1.44%	96,580	5.62%
273	Blue Ridge Governor's School	48,044	50,223	4.54%	53,706	6.93%
274	Jackson River Governor's School	-	-	-	-	-
275	Massanutten Governor's School	53,693	58,338	8.65%	58,144	(0.33%)
276	Piedmont Governor's School	50,677	50,918	0.48%	50,571	(0.68%)
277	Mountain Vista Governor's School	62,422	64,098	2.69%	67,067	4.63%
278	Governor's School at Innovation Park	69,554	68,396	(1.67%)	78,327	14.52%
<b>Average for Governor's Schools<sup>4</sup>:</b>		<b>69,016</b>	<b>72,961</b>	<b>5.72%</b>	<b>70,948</b>	<b>(2.76%)</b>

**Special Education Regional Programs**

280	Cooperative Centers For Exceptional Children	44,030	46,077	4.65%	47,459	3.00%
281	Middle Peninsula Special Education Program	43,949	47,494	8.07%	48,929	3.02%
282	Laurel Regional Special Education Center	46,941	54,434	15.96%	45,010	(17.31%)
283	Northern Neck Special Education Program	42,863	41,168	(3.95%)	44,570	8.26%
284	Northwestern Regional Education Program	51,214	53,632	4.72%	56,465	5.28%
285	Peninsula Area Cooperative Education Services	50,295	59,251	17.81%	55,300	(6.67%)
286	Piedmont Regional Education Program	54,279	68,593	26.37%	83,483	21.71%
287	Shenandoah Valley Regional Program	63,423	62,490	(1.47%)	50,862	(18.61%)
288	Southeastern Cooperative Educational Program	45,609	56,257	23.35%	53,185	(5.46%)
290	N. Virginia Regional Special Education Program	62,949	62,695	(0.40%)	62,695	0.00%
292	Henry Co/Martinsville Regional Program	38,474	42,478	10.41%	43,510	2.43%
299	Roanoke Valley Regional Board	46,476	48,155	3.61%	46,735	(2.95%)
<b>Average for Special Education Programs<sup>4</sup>:</b>		<b>52,917</b>	<b>58,263</b>	<b>10.10%</b>	<b>57,146</b>	<b>(1.92%)</b>

**Career and Technical Education Regional Programs**

301	Charlottesville-Albemarle Vocational-Technical	62,459	65,767	5.30%	65,075	(1.05%)
302	Jackson River Technical Center	48,311	48,001	(0.64%)	47,577	(0.88%)
304	Massanutten Technical Center	52,502	56,377	7.38%	57,500	1.99%
306	Valley Vocational-Technical Center	52,408	49,874	(4.84%)	53,927	8.13%
307	New Horizons Regional Education Center	54,965	59,096	7.52%	63,058	6.70%
309	Rowanty Vocational-Technical Center	54,844	56,125	2.33%	58,278	3.84%

**Virginia Department of Education**  
**2019-2020 Salary Survey - Teachers**  
*Classroom Teacher Salary Survey (Including Librarians and School Counselors)*

Division	Name	FY 2018 Actual Average Teacher Salary	FY 2019 Actual Average Teacher Salary	FY 2018 to FY 2019 Percent Increase/ (Decrease)	FY 2020 Budgeted Average Teacher Salary	FY 2019 to FY 2020 Percent Increase/ (Decrease)
310	Northern Neck Vocational-Technical Center	44,854	45,490	1.42%	44,358	(2.49%)
311	Amelia-Nottoway Vocational-Technical Center	45,235	38,527	(14.83%)	57,326	48.80%
313	Bridging Communities Career and Technical Center	51,348	52,337	1.93%	53,411	2.05%
<b>Average for Career and Technical Education Programs<sup>4</sup>:</b>		<b>52,398</b>	<b>53,699</b>	<b>2.48%</b>	<b>56,224</b>	<b>4.70%</b>

**Regional Alternative Education Programs**

401	Lynchburg City Secondary Alternative	44,523	48,468	8.86%	45,111	(6.93%)
402	Enterprise Academy/Newport News City	57,795	54,747	(5.27%)	57,187	4.46%
403	Tidewater Regional Alternative Education	46,220	47,766	3.34%	58,088	21.61%
404	Regional Alternative Pius Self Project/Roanoke	53,340	54,068	1.37%	51,206	(5.29%)
405	Transition Support Resource Center/Fairfax	79,929	78,533	(1.75%)	82,304	4.80%
406	Project Return/Fluvanna County	43,500	44,500	2.30%	44,500	0.00%
407	Behav Disord Youth/Montgomery	42,213	50,056	18.58%	50,684	1.25%
408	Petersburg Regional Alternative	42,609	40,719	(4.43%)	48,000	17.88%
409	Regional Alternative/Pittsylvania Co	43,850	47,091	7.39%	43,717	(7.16%)
410	Project Return/Powhatan Co	54,091	57,720	6.71%	56,828	(1.54%)
411	Crossroads Alternative/Bristol City	36,691	32,293	(11.99%)	36,584	13.29%
412	Metro Richmond Alternative Ed	44,609	48,020	7.65%	49,263	2.59%
413	Regional Alternative Ed/Stafford Co	48,109	52,486	9.10%	53,628	2.17%
414	Southside L.I.N.K. Project/Brunswick Co	50,812	45,330	(10.79%)	46,472	2.52%
415	Regional Alternative Ed/King William	28,552	30,024	5.15%	42,308	40.91%
416	New Dominion/Prince William Co	70,312	65,247	(7.20%)	68,721	5.32%
417	Project Bridge/Russell Co	32,807	33,733	2.82%	36,779	9.03%
418	Regional Alternative/Wythe Co	46,703	52,402	12.20%	56,823	8.44%
420	Piedmont Alternative School	48,919	31,782	(35.03%)	51,001	60.47%
421	Northern Neck Regional Alternative Education	49,646	53,273	7.31%	53,273	0.00%
422	Shenandoah Valley Reg Alternative Ed/Genesis	43,868	39,479	(10.01%)	46,494	17.77%
423	Breaking Barriers Alternative Ed/Henry Co	40,600	48,700	19.95%	64,800	33.06%
424	Carroll/Galax/Joy Ranch Reg Alternative Ed	40,651	55,945	37.62%	58,743	5.00%
426	Regional Learning Academy/Wise Co	42,444	44,440	4.70%	42,857	(3.56%)
427	Regional Community Alternative Ed Continuum	40,186	43,313	7.78%	44,517	2.78%
428	Project Renew/Norhampton Co	52,419	49,928	(4.75%)	50,731	1.61%
429	Renaissance/Scott Co	48,224	48,468	0.51%	49,131	1.37%
431	Regional Alternative Education Center/Buena Vista	45,426	59,526	31.04%	52,078	(12.51%)
<b>Average for Alternative Education Programs<sup>4</sup>:</b>		<b>48,298</b>	<b>49,893</b>	<b>3.30%</b>	<b>53,698</b>	<b>7.63%</b>

**Statewide Average<sup>4</sup>:      57,252      59,297      3.57%      60,265      1.63%**

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

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

**Virginia Department of Education  
2019-2020 Salary Survey - Principals**

Division	Name	FY 2018 Actual Average Principal Salary	FY 2019 Actual Average Principal Salary	FY 2018 to FY 2019 Percent Increase/ (Decrease)	FY 2020 Budgeted Average Principal Salary	FY 2019 to FY 2020 Percent Increase/ (Decrease)
<b>School Divisions</b>						
<b>Counties</b>						
001	Accomack County Public Schools	86,383	88,071	1.95%	92,820	5.39%
002	Albemarle County Public Schools	103,201	101,114	(2.02%)	109,827	8.62%
003	Alleghany County Public Schools	84,485	85,377	1.06%	86,659	1.50%
004	Amelia County Public Schools	87,335	83,476	(4.42%)	77,929	(6.64%)
005	Amherst County Public Schools	89,680	95,935	6.97%	88,178	(8.09%)
006	Appomattox County Public Schools	74,533	78,371	5.15%	77,228	(1.46%)
007	Arlington County Public Schools	149,094	147,380	(1.15%)	153,139	3.91%
008	Augusta County Public Schools	87,669	90,045	2.71%	92,543	2.77%
009	Bath County Public Schools	81,353	81,967	0.75%	85,932	4.84%
010	Bedford County Public Schools	84,537	86,430	2.24%	117,852	36.36%
011	Bland County Public Schools	65,061	67,233	3.34%	70,622	5.04%
012	Botetourt County Public Schools	96,786	98,508	1.78%	101,266	2.80%
013	Brunswick County Public Schools	86,378	88,620	2.60%	92,955	4.89%
014	Buchanan County Public Schools	69,270	74,944	8.19%	73,002	(2.59%)
015	Buckingham County Public Schools	85,631	87,596	2.29%	90,117	2.88%
016	Campbell County Public Schools	99,933	100,213	0.28%	106,789	6.56%
017	Caroline County Public Schools	94,605	93,990	(0.65%)	96,466	2.63%
018	Carroll County Public Schools	79,864	78,095	(2.21%)	81,676	4.59%
019	Charles City County Public Schools	82,159	83,721	1.90%	84,559	1.00%
020	Charlotte County Public Schools	72,522	72,542	0.03%	73,020	0.66%
021	Chesterfield County Public Schools	97,860	99,366	1.54%	102,977	3.63%
022	Clarke County Public Schools	102,144	105,990	3.77%	137,718	29.93%
023	Craig County Public Schools	62,871	61,100	(2.82%)	61,094	(0.01%)
024	Culpeper County Public Schools	103,252	99,633	(3.51%)	100,080	0.45%
025	Cumberland County Public Schools	83,083	101,720	22.43%	85,918	(15.53%)
026	Dickenson County Public Schools	80,590	77,608	(3.70%)	67,250	(13.35%)
027	Dinwiddie County Public Schools	87,904	89,984	2.37%	90,630	0.72%
028	Essex County Public Schools	85,833	87,560	2.01%	90,187	3.00%
029	Fairfax County Public Schools <sup>1</sup>	136,257	140,437	3.07%	146,654	4.43%
030	Fauquier County Public Schools	99,798	121,256	21.50%	111,389	(8.14%)
031	Floyd County Public Schools	79,733	77,700	(2.55%)	79,619	2.47%
032	Fluvanna County Public Schools	93,036	90,088	(3.17%)	92,050	2.18%
033	Franklin County Public Schools	86,557	87,281	0.84%	83,659	(4.15%)
034	Frederick County Public Schools	102,099	102,906	0.79%	104,595	1.64%
035	Giles County Public Schools	77,712	78,800	1.40%	84,315	7.00%
036	Gloucester County Public Schools	84,561	87,005	2.89%	92,972	6.86%
037	Goochland County Public Schools	88,371	89,067	0.79%	95,530	7.26%
038	Grayson County Public Schools	79,138	77,152	(2.51%)	80,282	4.06%
039	Greene County Public Schools	85,875	87,262	1.62%	93,667	7.34%
040	Greensville County Public Schools <sup>1</sup>	74,719	78,042	4.45%	83,911	7.52%
041	Halifax County Public Schools	74,242	75,440	1.61%	75,440	0.00%
042	Hanover County Public Schools	102,818	108,481	5.51%	107,793	(0.63%)
043	Henrico County Public Schools	102,862	102,054	(0.79%)	105,116	3.00%
044	Henry County Public Schools	79,808	76,699	(3.90%)	72,861	(5.00%)
045	Highland County Public Schools	77,615	102,751	32.39%	78,391	(23.71%)
046	Isle Of Wight County Public Schools	85,038	88,287	3.82%	91,113	3.20%
048	King George County Public Schools	99,863	102,613	2.75%	105,540	2.85%
049	King And Queen County Public Schools	82,669	82,167	(0.61%)	82,988	1.00%
050	King William County Public Schools	87,438	88,461	1.17%	95,927	8.44%
051	Lancaster County Public Schools	90,099	93,544	3.82%	99,029	5.86%
052	Lee County Public Schools	61,904	64,254	3.80%	67,054	4.36%
053	Loudoun County Public Schools	135,923	135,256	(0.49%)	139,299	2.99%
054	Louisa County Public Schools	95,488	99,845	4.56%	99,137	(0.71%)
055	Lunenburg County Public Schools	67,142	67,490	0.52%	69,893	3.56%
056	Madison County Public Schools	97,875	103,120	5.36%	103,010	(0.11%)
057	Mathews County Public Schools	83,637	76,998	(7.94%)	92,211	19.76%
058	Mecklenburg County Public Schools	79,323	81,403	2.62%	58,243	(28.45%)
059	Middlesex County Public Schools	72,398	81,542	12.63%	83,428	2.31%
060	Montgomery County Public Schools	82,654	87,106	5.39%	99,605	14.35%

**Virginia Department of Education  
2019-2020 Salary Survey - Principals**

Division	Name	FY 2018 Actual Average Principal Salary	FY 2019 Actual Average Principal Salary	FY 2018 to FY 2019 Percent Increase/ (Decrease)	FY 2020 Budgeted Average Principal Salary	FY 2019 to FY 2020 Percent Increase/ (Decrease)
062	Nelson County Public Schools	91,410	94,282	3.14%	95,613	1.41%
063	New Kent County Public Schools	88,506	91,402	3.27%	94,119	2.97%
065	Northampton County Public Schools	84,852	87,256	2.83%	88,526	1.46%
066	Northumberland County Public Schools	85,836	86,560	0.84%	89,137	2.98%
067	Nottoway County Public Schools	77,448	78,958	1.95%	84,686	7.26%
068	Orange County Public Schools	88,858	91,112	2.54%	92,272	1.27%
069	Page County Public Schools	76,640	78,685	2.67%	80,759	2.64%
070	Patrick County Public Schools	71,315	71,657	0.48%	73,300	2.29%
071	Pittsylvania County Public Schools	82,020	82,469	0.55%	85,358	3.50%
072	Powhatan County Public Schools	77,542	80,159	3.37%	83,883	4.65%
073	Prince Edward County Public Schools	79,736	109,588	37.44%	86,645	(20.94%)
074	Prince George County Public Schools	79,167	78,879	(0.36%)	78,995	0.15%
075	Prince William County Public Schools	124,747	128,803	3.25%	144,680	12.33%
077	Putaski County Public Schools	83,438	83,555	0.14%	84,635	1.29%
078	Rappahannock County Public Schools	89,927	89,863	(0.07%)	93,034	3.53%
079	Richmond County Public Schools	90,660	93,011	2.59%	93,941	1.00%
080	Roanoke County Public Schools	95,130	92,620	(2.64%)	95,694	3.32%
081	Rockbridge County Public Schools	85,591	92,949	8.60%	92,949	0.00%
082	Rockingham County Public Schools	90,480	89,563	(1.01%)	92,243	2.99%
083	Russell County Public Schools	74,239	74,938	0.94%	78,749	5.09%
084	Scott County Public Schools	78,015	80,887	3.68%	81,206	0.39%
085	Shenandoah County Public Schools	96,080	104,007	8.25%	109,775	5.55%
086	Smyth County Public Schools	81,184	82,179	1.22%	85,231	3.71%
087	Southampton County Public Schools	74,873	77,143	3.03%	76,773	(0.48%)
088	Spotsylvania County Public Schools	115,420	111,870	(3.08%)	119,169	6.52%
089	Stafford County Public Schools	112,386	110,676	(1.52%)	116,710	5.45%
090	Surry County Public Schools	83,101	84,503	1.69%	87,163	3.15%
091	Sussex County Public Schools	87,895	88,997	1.25%	92,469	3.90%
092	Tazewell County Public Schools	74,411	80,862	8.67%	101,272	25.24%
093	Warren County Public Schools	96,202	89,518	(6.95%)	103,970	16.14%
094	Washington County Public Schools	80,496	89,432	11.10%	95,455	6.73%
095	Westmoreland County Public Schools	71,073	81,250	14.32%	91,250	12.31%
096	Wise County Public Schools	64,320	66,984	4.14%	120,000	79.15%
097	Wythe County Public Schools	85,032	85,834	0.94%	88,033	2.56%
098	York County Public Schools	91,195	91,521	0.36%	96,377	5.31%
<b>Cities</b>						
101	Alexandria City Public Schools	135,386	138,317	2.17%	135,063	(2.35%)
102	Bristol City Public Schools	85,190	86,765	1.85%	88,483	1.98%
103	Buena Vista City Public Schools	80,797	77,009	(4.57%)	80,125	0.84%
104	Charlottesville City Public Schools	103,057	102,595	(0.45%)	107,300	4.59%
106	Colonial Heights City Public Schools	93,709	96,005	2.45%	98,742	2.85%
107	Covington City Public Schools	71,880	78,145	8.72%	78,462	0.41%
108	Danville City Public Schools	85,474	93,182	9.02%	101,870	9.32%
109	Falls Church City Public Schools	122,226	134,948	10.41%	130,930	(2.98%)
110	Fredericksburg City Public Schools	119,265	122,241	2.49%	130,305	6.60%
111	Galax City Public Schools	76,601	83,334	8.79%	84,085	0.90%
112	Hampton City Public Schools	91,589	94,858	3.57%	86,268	(9.06%)
113	Harrisonburg City Public Schools	103,924	100,367	(3.42%)	105,396	5.01%
114	Hopewell City Public Schools	72,029	81,651	13.36%	82,985	1.63%
115	Lynchburg City Public Schools	80,549	75,884	(5.79%)	83,104	9.51%
116	Martinsville City Public Schools	79,574	81,151	1.98%	84,372	3.97%
117	Newport News City Public Schools	95,305	102,905	7.97%	94,877	(7.80%)
118	Norfolk City Public Schools	90,548	100,138	10.59%	90,948	(9.18%)
119	Norton City Public Schools	78,736	77,710	(1.30%)	81,000	4.23%
120	Petersburg City Public Schools	88,565	90,345	2.01%	91,557	1.34%
121	Portsmouth City Public Schools	97,011	101,430	4.55%	96,672	(4.69%)
122	Radford City Public Schools	91,950	94,248	2.50%	97,076	3.00%
123	Richmond City Public Schools	81,549	95,420	17.01%	118,660	24.36%
124	Roanoke City Public Schools	91,851	93,099	1.36%	95,169	2.22%
126	Staunton City Public Schools	91,153	95,520	4.79%	96,413	0.93%
127	Suffolk City Public Schools	94,163	94,424	0.28%	92,286	(2.26%)
128	Virginia Beach City Public Schools	100,784	101,977	1.18%	108,213	6.12%

**Virginia Department of Education  
2019-2020 Salary Survey - Principals**

Division	Name	FY 2018 Actual Average Principal Salary	FY 2019 Actual Average Principal Salary	FY 2018 to FY 2019 Percent Increase/ (Decrease)	FY 2020 Budgeted Average Principal Salary	FY 2019 to FY 2020 Percent Increase/ (Decrease)
130	Waynesboro City Public Schools	81,057	86,231	6.38%	80,859	(6.23%)
131	Williamsburg Public Schools <sup>1</sup>	87,024	96,261	10.61%	96,480	0.23%
132	Winchester City Public Schools	101,846	108,892	6.92%	112,964	3.74%
135	Franklin City Public Schools	68,044	79,449	16.76%	82,871	4.31%
136	Chesapeake City Public Schools	100,954	101,279	0.32%	103,867	2.56%
137	Lexington City Public Schools	62,490	65,542	4.89%	69,775	6.46%
139	Salem City Public Schools	101,657	103,617	1.93%	101,174	(2.36%)
142	Poquoson City Public Schools	90,978	88,696	(2.51%)	91,307	2.94%
143	Manassas City Public Schools	118,489	118,614	0.11%	119,898	0.91%
144	Manassas Park City Public Schools	130,022	129,286	(0.57%)	131,889	2.01%
<b>Towns</b>						
202	Colonial Beach Public Schools	82,309	78,036	(5.19%)	79,987	2.50%
207	West Point Public Schools	91,993	91,356	(0.69%)	100,425	9.93%
<b>Average for School Divisions*:</b>		<b>101,051</b>	<b>103,896</b>	<b>2.81%</b>	<b>107,988</b>	<b>3.94%</b>

**Governor's Schools**

260	Central Virginia Governor's School	106,265	106,266	0.00%	111,578	5.00%
261	Southwest Virginia Governor's School	94,850	96,747	2.00%	96,747	0.00%
262	Governor's School For The Arts	108,894	112,922	3.70%	112,922	0.00%
263	Roanoke Valley Governor's School	87,703	89,958	2.57%	92,154	2.44%
264	New Horizons Governor's School	-	-	-	-	-
265	Shenandoah Valley Governor's School	76,639	82,929	8.21%	84,588	2.00%
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	-	-	-	108,656	-
271	Maggie L. Walker Governor's School	125,222	-	-	131,525	-
272	Thomas Jefferson High School	148,893	160,486	7.79%	163,712	2.01%
273	Blue Ridge Governor's School	-	-	-	-	-
274	Jackson River Governor's School	-	-	-	-	-
275	Massanutten Governor's School	78,242	81,326	3.94%	85,645	5.31%
276	Piedmont Governor's School	-	-	-	-	-
277	Mountain Vista Governor's School	107,725	110,903	2.95%	115,425	4.08%
278	Governor's School at Innovation Park	115,919	119,398	3.00%	132,490	10.97%
<b>Average for Governor's Schools*:</b>		<b>104,970</b>	<b>106,800</b>	<b>1.74%</b>	<b>112,348</b>	<b>5.19%</b>

**Special Education Regional Programs**

280	Cooperative Centers For Exceptional Children	-	-	-	-	-
281	Middle Peninsula Special Education Program	-	-	-	-	-
282	Laurel Regional Special Education Center	78,958	78,958	0.00%	-	-
283	Northern Neck Special Education Program	-	-	-	-	-
284	Northwestern Regional Education Program	110,510	113,606	2.80%	115,935	2.05%
285	Peninsula Area Cooperative Education Services	-	-	-	-	-
286	Piedmont Regional Education Program	39,501	91,369	131.31%	129,143	41.34%
287	Shenandoah Valley Regional Program	-	-	-	-	-
288	Southeastern Cooperative Educational Program	83,066	96,231	15.85%	93,378	(2.96%)
290	N. Virginia Regional Special Education Program	121,744	122,601	0.70%	122,601	0.00%
292	Henry Co/Martinsville Regional Program	-	-	-	-	-
299	Roanoke Valley Regional Board	-	-	-	-	-
<b>Average for Special Education Programs*:</b>		<b>82,599</b>	<b>96,838</b>	<b>17.24%</b>	<b>92,774</b>	<b>(4.20%)</b>

**Career and Technical Education Regional Programs**

301	Charlottesville-Albemarle Vocational-Technical	120,360	140,332	16.59%	124,553	(11.24%)
302	Jackson River Technical Center	90,280	90,506	0.25%	91,410	1.00%
304	Massanutten Technical Center	93,364	94,085	0.77%	97,000	3.10%
306	Valley Vocational-Technical Center	95,148	98,002	3.00%	101,998	4.08%
307	New Horizons Regional Education Center	97,334	100,559	3.31%	103,329	2.75%
309	Rowanty Vocational-Technical Center	91,980	94,739	3.00%	95,000	0.28%
310	Northern Neck Vocational-Technical Center	93,988	74,826	(20.39%)	96,000	28.30%

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311	Amelia-Nottoway Vocational-Technical Center	80,706	82,231	1.89%	115,317	40.24%
313	Bridging Communities Career and Technical Center	-	-	-	-	-
<b>Average for Career and Technical Education Programs<sup>4</sup>:</b>		<b>95,610</b>	<b>97,316</b>	<b>1.78%</b>	<b>103,104</b>	<b>5.95%</b>

**Regional Alternative Education Programs**

401	Lynchburg City Secondary Alternative	-	-	-	-	-
402	Enterprise Academy/Newport News City	100,977	105,016	4.00%	107,117	2.00%
403	Tidewater Regional Alternative Education	74,000	90,422	22.19%	97,500	7.83%
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	81,952	5.41%	122,365	49.31%
408	Petersburg Regional Alternative	77,000	43,875	(43.02%)	43,875	0.00%
409	Regional Alternative/Pittsylvania Co	93,698	95,180	1.58%	-	-
410	Project Return/Powhatan Co	-	-	-	-	-
411	Crossroads Alternative/Bristol City	-	-	-	-	-
412	Metro Richmond Alternative Ed	-	89,748	-	97,074	8.15%
413	Regional Alternative Ed/Stafford Co	-	-	-	-	-
414	Southside L.I.N.K. Project/Brunswick Co	-	-	-	-	-
415	Regional Alternative Ed/King William	102,864	103,011	0.14%	67,464	(34.51%)
416	New Dominion/Prince William Co	-	142,753	-	158,670	11.15%
417	Project Bridge/Russell Co	-	-	-	-	-
418	Regional Alternative/Wythe Co	-	-	-	-	-
420	Piedmont Alternative School	-	-	-	-	-
421	Northern Neck Regional Alternative Education	-	-	-	-	-
422	Shenandoah Valley Reg Alternative Ed/Genesis	-	-	-	-	-
423	Breaking Barriers Alternative Ed/Henry Co	64,850	66,809	3.02%	49,465	(25.96%)
424	Carroll/Galax/Joy Ranch Reg Alternative Ed	-	-	-	-	-
426	Regional Learning Academy/Wise Co	84,033	44,315	(47.26%)	80,000	80.52%
427	Regional Community Alternative Ed Continuum	97,988	105,020	7.18%	105,060	0.04%
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>89,109</b>	<b>85,453</b>	<b>(4.10%)</b>	<b>84,621</b>	<b>(0.97%)</b>

**Statewide Average<sup>4</sup>: 100,703 103,703 2.98% 107,702 3.86%**

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

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

**Virginia Department of Education  
2019-2020 Salary Survey - Assistant Principals**

Division	Name	FY 2018 Actual Average Assistant Principal Salary	FY 2019 Actual Average Assistant Principal Salary	FY 2018 to FY 2019 Percent Increase/ (Decrease)	FY 2020 Budgeted Average Assistant Principal Salary	FY 2019 to FY 2020 Percent Increase/ (Decrease)
<b>School Divisions</b>						
<b>Counties</b>						
001	Accomack County Public Schools	64,657	62,256	(3.71%)	76,949	23.60%
002	Albemarle County Public Schools	82,608	82,775	0.20%	87,891	6.18%
003	Alleghany County Public Schools	72,266	74,855	3.58%	76,885	2.71%
004	Amelia County Public Schools	66,207	64,991	(1.84%)	68,279	5.06%
005	Amherst County Public Schools	65,885	66,606	1.09%	71,067	6.70%
006	Appomattox County Public Schools	72,184	67,048	(7.11%)	68,285	1.84%
007	Arlington County Public Schools	114,708	113,329	(1.20%)	117,489	3.67%
008	Augusta County Public Schools	70,363	71,319	1.36%	72,924	2.25%
009	Bath County Public Schools	-	-	-	-	-
010	Bedford County Public Schools	66,976	69,820	4.25%	86,754	24.25%
011	Bland County Public Schools	72,500	-	-	55,867	-
012	Botetourt County Public Schools	79,024	80,723	2.15%	83,145	3.00%
013	Brunswick County Public Schools	61,024	61,763	1.21%	101,325	64.05%
014	Buchanan County Public Schools	56,028	57,340	2.34%	57,167	(0.30%)
015	Buckingham County Public Schools	68,963	72,553	5.21%	75,477	4.03%
016	Campbell County Public Schools	74,484	74,529	0.06%	83,603	12.17%
017	Caroline County Public Schools	73,361	72,979	(0.52%)	75,941	4.06%
018	Carroll County Public Schools	72,265	69,349	(4.04%)	69,700	0.51%
019	Charles City County Public Schools	71,671	73,679	2.80%	73,000	(0.92%)
020	Charlottesville County Public Schools	63,731	40,638	(36.23%)	68,373	68.25%
021	Chesterfield County Public Schools	56,470	68,037	20.48%	69,148	1.63%
022	Clarke County Public Schools	75,223	78,465	4.31%	87,443	11.44%
023	Craig County Public Schools	36,392	50,710	39.34%	55,910	10.25%
024	Culpeper County Public Schools	85,426	87,467	2.39%	87,732	0.30%
025	Cumberland County Public Schools	71,481	63,362	(11.36%)	70,651	11.50%
026	Dickenson County Public Schools	43,890	49,180	12.05%	56,375	14.63%
027	Dinwiddie County Public Schools	68,868	68,897	0.04%	69,958	1.54%
028	Essex County Public Schools	72,507	76,925	6.09%	79,643	3.53%
029	Fairfax County Public Schools	107,192	110,833	3.40%	115,614	4.31%
030	Fauquier County Public Schools	76,604	80,705	5.35%	89,195	10.52%
031	Floyd County Public Schools	68,295	61,671	(9.70%)	66,438	7.73%
032	Fluvanna County Public Schools	71,854	70,687	(1.62%)	72,934	3.18%
033	Franklin County Public Schools	63,590	60,586	(4.72%)	67,430	11.30%
034	Frederick County Public Schools	85,318	91,608	7.37%	89,830	(1.94%)
035	Giles County Public Schools	67,960	67,960	0.00%	71,358	5.00%
036	Gloucester County Public Schools	58,602	63,253	7.94%	74,922	18.45%
037	Goochland County Public Schools	75,929	76,899	1.28%	78,978	2.70%
038	Grayson County Public Schools	65,423	62,304	(4.77%)	68,580	10.07%
039	Greene County Public Schools	70,302	71,662	1.93%	75,321	5.11%
040	Greensville County Public Schools <sup>4</sup>	51,866	67,354	29.86%	72,889	8.22%
041	Halifax County Public Schools	55,445	63,045	13.71%	63,045	0.00%
042	Hanover County Public Schools	78,431	75,375	(3.90%)	79,162	5.02%
043	Henrico County Public Schools	70,424	74,218	5.39%	76,444	3.00%
044	Henry County Public Schools	64,739	61,833	(4.49%)	60,653	(1.91%)
045	Highland County Public Schools	-	-	-	-	-
046	Isle Of Wight County Public Schools	67,339	72,814	8.13%	73,893	1.48%
048	King George County Public Schools	87,247	94,619	8.45%	91,461	(3.34%)
049	King And Queen County Public Schools	60,250	62,500	3.73%	63,125	1.00%
050	King William County Public Schools	69,280	79,456	14.69%	74,633	(6.07%)
051	Lancaster County Public Schools	64,698	57,836	(10.61%)	67,817	17.26%
052	Lee County Public Schools	46,179	52,973	14.71%	53,729	1.43%
053	Loudoun County Public Schools	91,994	93,320	1.44%	92,266	(1.13%)
054	Louisa County Public Schools	72,919	79,129	8.52%	66,007	(16.58%)
055	Lunenburg County Public Schools	58,571	65,611	12.02%	64,470	(1.74%)
056	Madison County Public Schools	69,717	72,053	3.35%	71,603	(0.63%)

**Virginia Department of Education  
2019-2020 Salary Survey - Assistant Principals**

Division	Name	FY 2018 Actual Average Assistant Principal Salary	FY 2019 Actual Average Assistant Principal Salary	FY 2018 to FY 2019 Percent Increase/ (Decrease)	FY 2020 Budgeted Average Assistant Principal Salary	FY 2019 to FY 2020 Percent Increase/ (Decrease)
057	Mathews County Public Schools	67,273	70,124	4.24%	74,582	6.36%
058	Mecklenburg County Public Schools	61,824	57,698	(6.67%)	78,837	36.64%
059	Middlesex County Public Schools	60,409	62,202	2.97%	67,061	7.81%
060	Montgomery County Public Schools	72,684	67,627	(6.96%)	63,204	(6.54%)
062	Nelson County Public Schools	60,492	83,707	38.38%	77,194	(7.78%)
063	New Kent County Public Schools	75,351	77,086	2.30%	79,399	3.00%
065	Northampton County Public Schools	63,944	66,797	4.46%	68,159	2.04%
066	Northumberland County Public Schools	66,250	69,410	4.77%	72,668	4.69%
067	Nottoway County Public Schools	75,357	75,258	(0.13%)	76,269	1.34%
068	Orange County Public Schools	73,867	76,245	3.22%	79,637	4.45%
069	Page County Public Schools	70,298	71,646	1.92%	73,181	2.14%
070	Patrick County Public Schools	65,950	63,803	(3.26%)	66,439	4.13%
071	Pittsylvania County Public Schools	64,784	66,519	2.68%	66,665	0.22%
072	Powhatan County Public Schools	79,643	82,738	3.89%	97,979	18.42%
073	Prince Edward County Public Schools	63,504	71,212	12.14%	73,518	3.24%
074	Prince George County Public Schools	58,835	63,876	8.57%	70,685	10.66%
075	Prince William County Public Schools	94,780	97,893	3.28%	105,687	7.96%
077	Pulaski County Public Schools	61,660	69,041	11.97%	63,941	(7.39%)
078	Rappahannock County Public Schools	71,646	59,060	(17.57%)	61,369	3.91%
079	Richmond County Public Schools	65,995	68,723	4.13%	69,410	1.00%
080	Roanoke County Public Schools	71,522	70,696	(1.15%)	73,158	3.48%
081	Rockbridge County Public Schools	67,081	71,807	7.04%	71,782	(0.03%)
082	Rockingham County Public Schools	74,312	73,129	(1.59%)	75,333	3.01%
083	Russell County Public Schools	56,359	57,415	1.87%	61,452	7.03%
084	Scott County Public Schools	67,592	69,552	2.90%	70,828	1.84%
085	Shenandoah County Public Schools	80,002	81,764	2.20%	103,971	27.16%
086	Smyth County Public Schools	71,178	72,391	1.70%	74,271	2.60%
087	Southampton County Public Schools	64,208	62,953	(1.95%)	66,225	5.20%
088	Spotsylvania County Public Schools	88,530	91,506	3.36%	94,237	2.99%
089	Stafford County Public Schools	89,638	86,805	(3.16%)	93,844	8.11%
090	Surry County Public Schools	68,466	67,707	(1.11%)	71,257	5.24%
091	Sussex County Public Schools	74,989	72,826	(2.89%)	79,485	9.14%
092	Tazewell County Public Schools	58,420	50,577	(13.42%)	85,719	69.48%
093	Warren County Public Schools	77,824	80,807	3.83%	83,370	3.17%
094	Washington County Public Schools	72,123	76,104	5.52%	70,000	(8.02%)
095	Westmoreland County Public Schools	61,447	61,412	(0.06%)	72,788	18.52%
096	Wise County Public Schools	45,560	36,708	(19.43%)	80,000	117.93%
097	Wythe County Public Schools	70,831	69,781	(1.48%)	71,281	2.15%
098	York County Public Schools	74,211	77,473	4.40%	78,676	4.55%
<b>Cities</b>						
101	Alexandria City Public Schools	108,175	109,920	1.61%	113,185	2.97%
102	Bristol City Public Schools	66,827	78,860	18.01%	81,112	2.86%
103	Buena Vista City Public Schools	69,740	61,137	(12.34%)	72,700	18.91%
104	Charlottesville City Public Schools	75,325	76,494	1.55%	80,560	5.32%
106	Colonial Heights City Public Schools	79,403	78,033	(1.72%)	83,059	6.44%
107	Covington City Public Schools	70,446	76,563	8.68%	77,536	1.27%
108	Danville City Public Schools	75,175	77,548	3.16%	86,715	11.82%
109	Falls Church City Public Schools	97,544	100,504	3.03%	104,216	3.69%
110	Fredericksburg City Public Schools	94,044	101,563	7.99%	99,887	(1.65%)
111	Galax City Public Schools	61,147	70,962	16.05%	67,835	(4.41%)
112	Hampton City Public Schools	69,741	72,278	3.64%	71,393	(1.22%)
113	Harrisonburg City Public Schools	70,124	76,580	9.21%	75,383	(1.56%)
114	Hopewell City Public Schools	63,972	82,658	29.21%	84,423	2.14%
115	Lynchburg City Public Schools	67,604	66,289	(1.95%)	68,323	3.07%
116	Martinsville City Public Schools	63,746	66,184	3.82%	67,690	2.28%
117	Newport News City Public Schools	74,747	69,161	(7.47%)	47,696	(31.04%)
118	Norfolk City Public Schools	71,040	75,854	6.78%	70,414	(7.17%)
119	Norton City Public Schools	55,251	42,519	(23.04%)	66,027	55.29%

**Virginia Department of Education  
2019-2020 Salary Survey - Assistant Principals**

Division	Name	FY 2018 Actual Average Assistant Principal Salary	FY 2019 Actual Average Assistant Principal Salary	FY 2018 to FY 2019 Percent Increase/ (Decrease)	FY 2020 Budgeted Average Assistant Principal Salary	FY 2019 to FY 2020 Percent Increase/ (Decrease)
120	Petersburg City Public Schools	74,583	69,583	(6.71%)	77,304	11.13%
121	Portsmouth City Public Schools	74,021	78,212	5.66%	76,851	(1.74%)
122	Radford City Public Schools	69,873	71,619	2.50%	73,768	3.00%
123	Richmond City Public Schools	75,530	77,508	2.62%	79,053	1.99%
124	Roanoke City Public Schools	81,879	82,531	1.05%	81,326	30.06%
126	Staunton City Public Schools	71,983	68,746	(4.50%)	69,288	0.79%
127	Suffolk City Public Schools	75,687	76,662	1.29%	81,624	6.47%
128	Virginia Beach City Public Schools	77,746	79,029	1.65%	79,512	0.61%
130	Waynesboro City Public Schools	70,007	80,768	15.37%	94,506	17.01%
131	Williamsburg Public Schools <sup>1</sup>	59,624	70,856	18.84%	74,650	5.35%
132	Winchester City Public Schools	91,118	93,813	2.96%	95,134	1.41%
135	Franklin City Public Schools	53,784	54,869	2.02%	70,016	27.61%
136	Chesapeake City Public Schools	81,443	82,828	1.70%	85,440	3.15%
137	Lexington City Public Schools	-	-	-	-	-
139	Salem City Public Schools	75,197	66,592	(11.44%)	72,912	9.49%
142	Poquoson City Public Schools	69,791	67,861	(2.77%)	69,704	2.72%
143	Manassas City Public Schools	95,619	99,552	4.11%	94,828	(4.75%)
144	Manassas Park City Public Schools	91,878	96,384	4.90%	98,495	2.19%
<b>Towns</b>						
202	Colonial Beach Public Schools	-	-	-	-	-
207	West Point Public Schools	75,072	69,907	(6.88%)	71,959	2.94%
<b>Average for School Divisions<sup>4</sup>:</b>		<b>80,314</b>	<b>84,573</b>	<b>5.30%</b>	<b>86,766</b>	<b>2.59%</b>

**Governor's Schools**

260	Central Virginia Governor's School	-	-	-	-	-
261	Southwest Virginia Governor's School	-	-	-	-	-
262	Governor's School For The Arts	85,906	87,913	2.34%	87,913	0.00%
263	Roanoke Valley Governor's School	-	-	-	-	-
264	New Horizons Governor's School	-	-	-	-	-
265	Shenandoah Valley Governor's School	-	-	-	-	-
266	Governor's School Global Economics/Tech	-	-	-	-	-
267	Appomattox Regional Governor's School	-	-	-	-	-
268	A. Linwood Holton Governor's School	-	-	-	-	-
269	Chesapeake Bay Governor's School	-	-	-	-	-
270	Commonwealth Governor's School	-	-	-	-	-
271	Maggie L. Walker Governor's School	91,050	-	-	95,576	-
272	Thomas Jefferson High School	121,387	110,481	(8.98%)	110,448	(0.03%)
273	Blue Ridge Governor's School	-	-	-	-	-
274	Jackson River Governor's School	-	-	-	-	-
275	Massanutten Governor's School	-	-	-	-	-
276	Piedmont Governor's School	-	-	-	-	-
277	Mountain Vista Governor's School	-	-	-	-	-
278	Governor's School at Innovation Park	-	-	-	-	-
<b>Average for Governor's Schools<sup>4</sup>:</b>		<b>101,075</b>	<b>104,479</b>	<b>3.37%</b>	<b>101,735</b>	<b>(2.63%)</b>

**Special Education Regional Programs**

280	Cooperative Centers For Exceptional Children	-	-	-	-	-
281	Middle Peninsula Special Education Program	-	-	-	-	-
282	Laurel Regional Special Education Center	-	-	-	-	-
283	Northern Neck Special Education Program	-	-	-	-	-
284	Northwestern Regional Education Program	78,284	80,360	2.65%	78,439	(2.39%)
285	Peninsula Area Cooperative Education Services	-	-	-	-	-
286	Piedmont Regional Education Program	78,735	90,740	15.25%	129,316	42.51%
287	Shenandoah Valley Regional Program	-	-	-	-	-
288	Southeastern Cooperative Educational Program	75,833	-	-	87,000	-
290	N. Virginia Regional Special Education Program	96,876	98,981	2.17%	98,981	0.00%

**Virginia Department of Education  
2019-2020 Salary Survey - Assistant Principals**

Division	Name	FY 2018 Actual Average Assistant Principal Salary	FY 2019 Actual Average Assistant Principal Salary	FY 2018 to FY 2019 Percent Increase/ (Decrease)	FY 2020 Budgeted Average Assistant Principal Salary	FY 2019 to FY 2020 Percent Increase/ (Decrease)
292	Henry Co/Martinsville Regional Program	-	-		-	
299	Roanoke Valley Regional Board	-	-		-	
<b>Average for Special Education Programs<sup>1</sup>:</b>		<b>91,209</b>	<b>91,783</b>	<b>0.63%</b>	<b>95,084</b>	<b>3.60%</b>
<b>Career and Technical Education Regional Programs</b>						
301	Charlottesville-Albemarle Vocational-Technical	91,263	66,821	(26.78%)	87,241	30.56%
302	Jackson River Technical Center	-	-		-	
304	Massanutten Technical Center	76,714	77,315	0.78%	79,667	3.04%
306	Valley Vocational-Technical Center	71,669	69,556	(2.95%)	73,438	5.58%
307	New Horizons Regional Education Center	69,512	70,856	1.93%	72,831	2.79%
309	Rowanty Vocational-Technical Center	-	-		80,000	
310	Northern Neck Vocational-Technical Center	69,862	92,935	33.03%	73,398	(21.02%)
311	Amelia-Nottoway Vocational-Technical Center	-	-		-	
313	Bridging Communities Career and Technical Center	-	-		-	
<b>Average for Career and Technical Education Programs<sup>2</sup>:</b>		<b>73,164</b>	<b>73,654</b>	<b>0.67%</b>	<b>77,419</b>	<b>5.11%</b>
<b>Regional Alternative Education Programs</b>						
401	Lynchburg City Secondary Alternative	-	54,229		57,060	5.22%
402	Enterprise Academy/Newport News City	84,923	88,139	3.79%	84,940	(3.63%)
403	Tidewater Regional Alternative Education	69,970	-		88,908	
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	-	39,545		42,925	8.55%
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	78,762	91,623	16.33%	114,064	24.49%
417	Project Bridge/Russell Co	-	-		-	
418	Regional Alternative/Wythe Co	-	-		-	
420	Piedmont Alternative School	-	-		-	
421	Northern Neck Regional Alternative Education	69,862	65,265	(6.58%)	65,265	0.00%
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	88,545	90,935	2.70%	92,999	2.27%
428	Project Renew/Northampton Co	-	-		-	
429	Renaissance/Scott Co	-	-		-	
431	Regional Alternative Education Center/Buena Vista	-	-		-	
<b>Average for Alternative Education Programs<sup>3</sup>:</b>		<b>72,881</b>	<b>74,737</b>	<b>2.55%</b>	<b>85,789</b>	<b>14.79%</b>
<b>Statewide Average<sup>4</sup>:</b>		<b>81,908</b>	<b>84,557</b>	<b>3.23%</b>	<b>86,784</b>	<b>2.63%</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.

**Virginia Department of Education  
2019-2020 Salary Survey - Assistant Principals**

Division	Name	FY 2018 Actual Average Assistant Principal Salary	FY 2019 Actual Average Assistant Principal Salary	FY 2018 to FY 2019 Percent Increase/ (Decrease)	FY 2020 Budgeted Average Assistant Principal Salary	FY 2019 to FY 2020 Percent Increase/ (Decrease)
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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  
2019-2020 Salary Survey**

**Local Actions to Improve Classroom Teacher Salaries in Fiscal Year 2020**

*(As reported by school divisions on the 2018-2019 Annual School Report - narrative not edited by VDOE for content or format)*

Division	Name	Reported Local Action to Improve Classroom Teacher Salaries in FY 2020
<b>School Divisions</b>		
<b>Counties</b>		
001	Acomack County Public Schools	All teachers received a salary step increase and cost of living increase totalling 3%. In addition, the employer contribution for health insurance was increased by \$300 / enrolled employee.
002	Albemarle County Public Schools	Will increase approximately 3% in order to remain competitive in the adopted market
003	Alleghany County Public Schools	Combination step and percentage scale increase totalling approximately 3.12% for teachers.
004	Amelia County Public Schools	Will provide a 3.5% increase to staff.
005	Amherst County Public Schools	For FY20, Amherst County Public School employees received at least a 5% salary increase.
006	Appomattox County Public Schools	We gave all employees a 2% increase.
007	Arlington County Public Schools	Step increases to eligible employees were adopted by the School Board for FY 2020.
008	Augusta County Public Schools	An average 2% increase in salary was given to each employee for the 2019-2020 school year.
009	Bath County Public Schools	All staff were provided with a 5% salary increase.
010	Bedford County Public Schools	Salary step increase
011	Bland County Public Schools	No action taken to improve teacher's salaries
012	Botetourt County Public Schools	For FY 20, eligible personnel received a salary step increase (2.5% average) with an additional salary step correction increase (2%) for those eligible. All salary scales were increased by 2%.
013	Brunswick County Public Schools	Salary Step Increase plus 3%
014	Buchanan County Public Schools	
015	Buckingham County Public Schools	3% and Step Increase of Scale
016	Campbell County Public Schools	5% cost of living increase
017	Caroline County Public Schools	Teachers will be receiving an average 3.05% increase for FY20.
018	Carroll County Public Schools	For the FY 20 budget a 5% salary increase plus step was given to all staff members
019	Charles City County Public Schools	Salary step increase, equates to 1% raise
020	Charlotte County Public Schools	A 3% raise was included with the FY 2020 budget for all full time employees
021	Chesterfield County Public Schools	A 3% cost of living salary increase was given
022	Clarke County Public Schools	Will provide cost of living increase of about 3-4%
023	Craig County Public Schools	Average 2% increase
024	Culpeper County Public Schools	Step increase and 2% added to teacher scale.
025	Cumberland County Public Schools	No action taken to improve teacher's salaries
026	Dickenson County Public Schools	Revised Teacher Salary Scales to get them on steps, average increase of 5.61%
027	Dinwiddie County Public Schools	Salary Step Increase
028	Essex County Public Schools	3% increase provided for FY 2020
029	Fairfax County Public Schools 1	1) Funding of \$55.2 million was included in the FY 2020 budget to complete the teacher salary scale enhancement to bring teacher salaries to the market average and step increases averaging 2.57% for teachers.
030	Fauquier County Public Schools	A 2% increase and a market adjustment was given in FY20, this along with the 3% from the previous year match the VDOE requirement for supplement funds.
031	Floyd County Public Schools	Step increase for teachers in FY20. Average effective annual percentage salary increase 3.09% in FY20.
032	Fluvanna County Public Schools	A 3% increase has been budgeted for all positions.
033	Franklin County Public Schools	Salary Step Increase given to all employees except those at the top of their salary scales. Those employees to be given a 1% bonus in October, 2019.
034	Frederick County Public Schools	Staff will receive an average salary increase of 3.1%.
035	Giles County Public Schools	No action taken to improve teacher's salaries
036	Gloucester County Public Schools	Teacher salary increases ranged from 2.0% to 4.3%
037	Goochland County Public Schools	Teacher salaries went up by 3%. This was achieved by a combination of cost of living and step increases.
038	Grayson County Public Schools	We gave them salary step increases to get them back on step from a 3 year freeze we had many years ago. Turned out to be around a 4.6% increase overall.
039	Greene County Public Schools	3 percent increase across the board for all employees
040	Greensville County Public Schools2	3% Salary Increase
041	Halifax County Public Schools	No action taken to improve teacher's salaries
042	Hanover County Public Schools	Hanover County Public Schools gave a 3% raise and made adjustments on the teacher salary scale to make sure there was at least \$200 between each step on the scale.
043	Henrico County Public Schools	3.00 % increase given across the board effective July 1, 2019
044	Henry County Public Schools	increased salaries of all employees on teacher scale by 3.5% and supplied one step increase.
045	Highland County Public Schools	No action taken to improve teacher's salaries
046	Isle Of Wight County Public Schools	Step increase for teachers
048	King George County Public Schools	Provided a cost of living and salary step increase.
049	King And Queen County Public Schools	We provided a salary step increase plus 2% for teachers.
050	King William County Public Schools	No action taken to improve teacher's salaries
051	Lancaster County Public Schools	2.5% increase plus a step for a total of 4%

**Virginia Department of Education  
2019-2020 Salary Survey**

**Local Actions to Improve Classroom Teacher Salaries in Fiscal Year 2020**

*(As reported by school divisions on the 2019-2019 Annual School Report - narrative not edited by VDOE for content or format)*

Division	Name	Reported Local Action to Improve Classroom Teacher Salaries in FY 2020
052	Lee County Public Schools	WE DID A COMBINATION OF A STEP INCREASE AND A DEGREE STIPEND INCREASE. FOR CLASSROOM TEACHERS AN AVERAGE OF 6% AND ALL OTHER STAFF IT WAS AN AVERAGE OF 3%.
053	Loudoun County Public Schools	Will provide a salary step increase and increase as a result of a salary scale restructure.
054	Louisa County Public Schools	A 3% increase and an additional step on each scale
055	Lunenburg County Public Schools	All teacher salary schedules were increased by 3.0% for FY20.
056	Madison County Public Schools	3% Increase (Includes Step and Cost of Living Increase)
057	Mathews County Public Schools	Step plus 12% increase
058	Mecklenburg County Public Schools	SALARY SCALES WERE ADJUSTED; TEACHERS ALL GOT AT LEAST A 5% RAISE; AND DEPENDING ON WHERE THEY FELL ON THE NEW SCALE SOME TEACHER RECEIVED UP TO A 12% ADJUSTMENT; THE AVERAGE ADJUSTMENT ACROSS ALL TEACHERS IS 7.5%;
059	Middlesex County Public Schools	Salary Step Increase plus 1% Cost of Living
060	Montgomery County Public Schools	An average raise of 3.5% was given to all employees
062	Nelson County Public Schools	3% Cost of Living Adjustment made to Teacher Salary Scale
063	New Kent County Public Schools	Step and wage - varies due to decompression of scale - minimally 3%
065	Northampton County Public Schools	2.55 at the midpoint - granted as a flat dollar increase to all teachers so everyone got the same dollar amount of increase (per scale)
066	Northumberland County Public Schools	3% INCREASE (INCLUDES STEP)
067	Nottoway County Public Schools	4% Raise was given to all employees
068	Orange County Public Schools	3% Increase
069	Page County Public Schools	3% SALARY INCREASE FOR ALL TEACHERS IN 2020
070	Patrick County Public Schools	Three percent raise.
071	Pittsylvania County Public Schools	Second phase of compensation study was implemented with additional state and local funding for FY 19-20.
072	Powhatan County Public Schools	Provided a 3% increase for all staff.
073	Prince Edward County Public Schools	Contractual employees received a 5% salary increase.
074	Prince George County Public Schools	\$1,500 was added to the starting salary, providing an average 5.11% increase. FY2020 budget includes an average 4.8% salary increase for employees. (Step increase in addition to a cost of living increase)
075	Prince William County Public Schools	All employees were given a 3 percent across the board salary increase plus 1 step increase.
077	Pulaski County Public Schools	We will provide an increase of 4% to the teacher's salaries
078	Rappahannock County Public Schools	Teacher salaries were adjusted a step plus 2% for average increase of 3.4%
079	Richmond County Public Schools	Teachers will receive a 1-step increase. The teacher scale will be shifted up by 1.5%. All teachers over the last scale will receive a 1.5% stipend increase in salary. The average effective annual employee increase will be 3.15%
080	Roanoke County Public Schools	The district gave employees about 2% increase.
081	Rockbridge County Public Schools	3% raises
082	Rockingham County Public Schools	Employees received a 5% salary increase on their base salaries.
083	Russell County Public Schools	Step increase for those eligible + 1% increase for all
084	Scott County Public Schools	ONE STEP INCREASE PLUS 2% COLA
085	Shenandoah County Public Schools	3% salary increase for FY2020
086	Smyth County Public Schools	Provided a minimum 3% increase for all teachers
087	Southampton County Public Schools	4% COLA increase
088	Spotsylvania County Public Schools	No action taken to improve teacher's salaries
089	Stafford County Public Schools	Employees received a 4% cost of living increase and there was Principal turnover.
090	Surry County Public Schools	4.0% salary adjustment for all staff including teachers.
091	Sussex County Public Schools	Step increase of 3%.
092	Tazewell County Public Schools	All teachers were given a minimum three percent increase plus, those eligible, a step increase.
093	Warren County Public Schools	Additionally teachers with 11 to 25 years of experience were given an additional 4.21% 10.56 increase to improve market competitiveness.
094	Washington County Public Schools	Step plus 1%
095	Westmoreland County Public Schools	The salary scales were revised and everyone got a 6.5% increase
096	Wise County Public Schools	No action taken to improve teacher's salaries
097	Wythe County Public Schools	AVERAGE 3% RAISES
098	York County Public Schools	No action taken to improve teacher's salaries
<b>Cities</b>		
101	Alexandria City Public Schools	Alexandria City Public Schools will provide BOTH a cost-of-living increase of 1.0% and a salary step increase equivalent to 2.6%; therefore, the Effective Annual Percentage Salary Increase for ACPS teachers is 3.6%.
102	Bristol City Public Schools	Modified teaching scale to be more competitive; minimum salary increase 2%; average increase greater than 2%
103	Buena Vista City Public Schools	gave teachers a 3% increase
104	Charlottesville City Public Schools	Move eligible teachers up one step plus 3.75 - average 5%
106	Colonial Heights City Public Schools	In FY 2020, a salary step increase (min. avg. approx. 2.5%) was given.
107	Covington City Public Schools	
108	Danville City Public Schools	Salary Step Increase - 1.3%
109	Falls Church City Public Schools	Salary step increase and a 1% COLA was provided to all eligible staff
110	Fredericksburg City Public Schools	5% increase included in FY20 budget
111	Galax City Public Schools	3% salary increase for all employees

**Virginia Department of Education  
2019-2020 Salary Survey**

**Local Actions to Improve Classroom Teacher Salaries In Fiscal Year 2020**

*(As reported by school divisions on the 2018-2019 Annual School Report - narrative not edited by VDOE for content or format)*

Division	Name	Reported Local Action to Improve Classroom Teacher Salaries in FY 2020
112	Hampton City Public Schools	Cost of living increase was provided in addition to adjustments to the salary steps/scales.
113	Harrisonburg City Public Schools	No action taken to improve teacher's salaries
114	Hopewell City Public Schools	An average of 3% increase to to teacher salaries
115	Lynchburg City Public Schools	All school staff was placed on new pay schedules which resulted in an average 3.67% increase. In addition, teachers were given an additional 1.5% - resulting in an average 5.17% pay increase for teacher salaries
116	Martinsville City Public Schools	3% Raise plus step increase
117	Newport News City Public Schools	A 2% across the board pay increase was provided. In addition, some teachers received an additional pay increase to partially alleviate scale compression, which occurred in the years immediately following the Great Recession.
118	Norfolk City Public Schools	Salary step increase that averaged 3.5%.
119	Norton City Public Schools	We did a 1.5% step plus a 2% adjustment to the salary scales for a total compensation raise of 3.5% to comply with the governor's raise legislation.
120	Petersburg City Public Schools	In FY2020, a 3% increase in salary has been budgeted for all employees.
121	Portsmouth City Public Schools	A 3% salary increase was given to the entire division.
122	Radford City Public Schools	Step increase plus 1.5 %
123	Richmond City Public Schools	3% salary increase for teachers
124	Roanoke City Public Schools	A pay increase of approximately 2% or step, whichever was greater, was awarded during the fiscal year.
126	Staunton City Public Schools	A 3% increase was approved effective July 1, 2019.
127	Suffolk City Public Schools	Increase base salary by 2.25%.
128	Virginia Beach City Public Schools	No action taken to improve teacher's salaries
130	Waynesboro City Public Schools	will provide 3% increase
131	Williamsburg Public Schools	No action taken to improve teacher's salaries
132	Winchester City Public Schools	Provided a cost of living increase (3%), combined with a Cost to compete increase applied by step (avg 2%).
135	Franklin City Public Schools	Will provide a salary step increase or bonuses. The most feasible action for the division will be taken.
136	Chesapeake City Public Schools	A raise 3.5%
137	Lexington City Public Schools	1% plus step increase. Average 2% raise for everyone.
139	Salem City Public Schools	An average 3.24% raise given to all staff.
142	Poquoson City Public Schools	Teacher compensation for the FY20 budget included a step increase with a minimum of a 3% increase. Therefore, the teacher average increase was 3.17%.
143	Manassas City Public Schools	Salary step increase with average increase of 3%
144	Manassas Park City Public Schools	Raises were given to all staff at 2% of the mid-point of the grade. The average increase for teaching staff was over 3%.
<b>Towns</b>		
202	Colonial Beach Public Schools	3% Raise across the school division (FY 20).
207	West Point Public Schools	West Point Public Schools will give a 3% salary plus a step increase.
<b>Governor's Schools</b>		
260	Central Virginia Governor's School	New pay schedules were implemented for FY1920 which resulted in an average increase of 3.67%. An additional 1.5% was then given to teachers, resulting in an average 5.17% increase for teachers.
261	Southwest Virginia Governor's School	3% raise.
262	Governor's School For The Arts	Average salary increase of 3.3%
263	Roanoke Valley Governor's School	Cost of living salary increases will be provided for FY 2020.
264	New Horizons Governor's School	2.5% average increase
265	Shenandoah Valley Governor's School	In 2019-2020 budget there is a 2% step increase
266	Governor's School Global Economics/Tech	Teachers were given a 5% pay increase.
267	Appomattox Regional Governor's School	3% INCREASE IN EMPLOYEES' SALARIES FOR FY20 PLANNED.
268	A. Linwood Holton Governor's School	Step Increase plus 1%.
269	Chesapeake Bay Governor's School	Step increase + 1%
270	Commonwealth Governor's School	4 percent increase
271	Maggie L. Walker Governor's School	Will provide cost of living increase.
272	Thomas Jefferson High School	1) Funding of \$55.2 million was included in the FY 2020 budget to complete the teacher salary scale enhancement to bring teacher salaries to the market average and step increases averaging 2.57% for teachers.
273	Blue Ridge Governor's School	Full-time teacher salaries were increased 3.5% for 2019-20.
274	Jackson River Governor's School	No action taken to improve teacher's salaries
275	Massanutten Governor's School	
276	Piedmont Governor's School	Teachers received 3% raise.
277	Mountain Vista Governor's School	A minimum of 2% was given to every teacher and for the majority of teachers a market salary adjustment was given to reach 92% of market.

**Virginia Department of Education  
2019-2020 Salary Survey**

**Local Actions to Improve Classroom Teacher Salaries in Fiscal Year 2020**

*(As reported by school divisions on the 2018-2019 Annual School Report - narrative not edited by VDOE for content or format)*

Division	Name	Reported Local Action to Improve Classroom Teacher Salaries in FY 2020
278	Governor's School at Innovation Park	FY2020 budget includes an average 4.8% salary increase for employees. (Step increase in addition to a cost of living increase)
<b>Special Education Regional Programs</b>		
280	Cooperative Centers For Exceptional Children	No action taken to improve teacher's salaries
281	Middle Peninsula Special Education Program	Teacher raises ranged from 2% to 4.3%
282	Laurel Regional Special Education Center	All employees were placed on a new pay schedule that reflected an average 3.67% increase. Teachers received an additional 1.5%, resulting in an average increase of 5.17% for FY1920
283	Northern Neck Special Education Program	Teachers will receive about a 3% salary increase for FY2020, or one step plus 2%.
284	Northwestern Regional Education Program	Staff will receive an average salary increase of 3.1%.
285	Peninsula Area Cooperative Education Services	2.5% average salary increase
286	Piedmont Regional Education Program	Will provide a one(1) step increase and a 2% cost of living raise.
287	Shenandoah Valley Regional Program	We looked to reduce the number of students, thus reducing the number of teachers.
288	Southeastern Cooperative Educational Program	Average of 2.5 % pay increase
290	N. Virginia Regional Special Education Program	No action taken to improve teacher's salaries
292	Henry Co/Martinsville Regional Program	Increased salaries of all employees on teacher scale by 3.5% and supplied one step increase.
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
302	Jackson River Technical Center	salary step increase
304	Massanutten Technical Center	Will provide 3% raises.
306	Valley Vocational-Technical Center	Provided Step Increase. Average salary increase will be approximately 2%
307	New Horizons Regional Education Center	2.5% average increase
309	Rowanty Vocational-Technical Center	Cost of living increase of 3%
310	Northern Neck Vocational-Technical Center	Teachers were given a 3% raise.
311	Amelia-Nottoway Vocational-Technical Center	No action taken to improve teacher's salaries
313	Bridging Communities Career and Technical Center	0.03
<b>Regional Alternative Education Programs</b>		
401	Lynchburg City Secondary Alternative	A new pay schedule was implemented which resulted in an average increase of 3.67%; an additional 1.5% was given to teachers for an average increase of 5.17%
402	Enterprise Academy/Newport News City	A 2% across the board pay increase was provided. Additional funds also allocated to alleviate compression on salary scale, especially for teachers with 8-15 years of experience.
403	Tidewater Regional Alternative Education	Approx. 2.5% cost of living raise
404	Regional Alternative Plus Self Project/Roanoke	Cost of living salary increases will be provided for FY 2020.
405	Transition Support Resource Center/Fairfax	1) Funding of \$55.2 million was included in the FY 2020 budget to complete the teacher salary scale enhancement to bring teacher salaries to the market average and step increases averaging 2.57% for teachers
406	Project Return/Fiuvanna County	No action taken to improve teacher's salaries
407	Behav Disord Youth/Montgomery	A 3.0% raise was given to all employees.
408	Petersburg Regional Alternative	No action taken to improve teacher's salaries
409	Regional Alternative/Pittsylvania Co	
410	Project Return/Powhatan Co	3% increase for all staff.
411	Crossroads Alternative/Bristol City	2% PLUS STEP SALARY INCREASE
412	Metro Richmond Alternative Ed	Merit Increase
413	Regional Alternative Ed/Stafford Co	No action taken to improve teacher's salaries
414	Southside L.I.N.K. Project/Brunswick Co	A 2-step increase was given to all teachers.
415	Regional Alternative Ed/King William	No action taken to improve teacher's salaries
416	New Dominion/Prince William Co	FY2020 budget includes an average 4.8% salary increase for employees. (Step increase in addition to a cost of living increase)
417	Project Bridge/Russell Co	Employees will be given a 5% raise.
418	Regional Alternative/Wythe Co	AVERAGE INCREASE OF 3%
420	Piedmont Alternative School	No action taken to improve teacher's salaries
421	Northern Neck Regional Alternative Education	Teachers and Assistant Principial will be getting a 3% increase in their salary
422	Shenandoah Valley Reg Alternative Ed/Genesis	No action taken to improve teacher's salaries
423	Breaking Barriers Alternative Ed/Henry Co	Increased salaries of all employees on teacher scale by 3.5% and supplied one step increase.
424	Carroll/Galax/Joy Ranch Reg Alternative Ed	5% salary increase for all staff
426	Regional Learning Academy/Wise Co	No action taken to improve teacher's salaries
427	Regional Community Alternative Ed Continuum	Teachers were given a 2% increase at minimum increase with a partial market adjustment to 92% based on market study.
428	Project Renew/Northampton Co	2.5% increase granted at the midpoint of each pay scale and granted as a flat dollar amount to each teacher.
429	Renaissance/Scott Co	Step + 1% 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  
2019-2020 Salary Survey**

**Local Actions to Improve Classroom Teacher Salaries in Fiscal Year 2020**

*(As reported by school divisions on the 2018-2019 Annual School Report - narrative not edited by VDOE for content or format)*

Division	Name	Reported Local Action to Improve Classroom Teacher Salaries in FY 2020
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\* Data for James City County is reported with Williamsburg City.

## Virginia Department of Education

### Starting Teacher Salaries for School Year 2019-2020

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

Division	Division Name	Bachelor's Starting Salary	Master's Starting Salary	Doctorate Starting Salary
001	Accomack County Public Schools	38,541	41,260	39,627
002	Albemarle County Public Schools	47,103	49,430	50,540
003	Alleghany County Public Schools	39,150	42,150	43,150
004	Amelia County Public Schools	40,100	42,371	43,100
005	Amherst County Public Schools	41,450	44,574	46,000
006	Appomattox County Public Schools	41,500	43,600	44,800
007	Arlington County Public Schools	48,228	53,173	58,622
008	Augusta County Public Schools	41,830	44,962	48,094
009	Bath County Public Schools	35,410	38,410	39,910
010	Bedford County Public Schools	41,085	43,139	45,193
011	Bland County Public Schools	35,363	36,802	37,802
012	Botetourt County Public Schools	39,117	42,117	43,617
013	Brunswick County Public Schools	41,200	43,200	44,700
014	Buchanan County Public Schools	33,750	36,370	37,380
015	Buckingham County Public Schools	44,103	46,145	48,187
016	Campbell County Public Schools	40,017	42,517	42,517
017	Caroline County Public Schools	41,800	43,550	44,600
018	Carroll County Public Schools	40,299	42,994	43,848
019	Charles City County Public Schools	40,400	42,200	42,200
020	Charlotte County Public Schools	39,000	41,112	42,000
021	Chesterfield County Public Schools	45,817	48,108	50,513
022	Clarke County Public Schools	42,300	46,550	46,550
023	Craig County Public Schools	35,103	36,603	38,103
024	Culpeper County Public Schools	44,105	47,105	49,605
025	Cumberland County Public Schools	42,525	44,525	46,025
026	Dickenson County Public Schools	35,173	37,173	39,173
027	Dinwiddie County Public Schools	44,500	46,401	47,457
028	Essex County Public Schools	41,317	43,317	N/A
029	Fairfax County Public Schools	50,000	55,000	57,750
030	Fauquier County Public Schools	44,800	46,800	48,800
031	Floyd County Public Schools	39,250	42,490	49,134
032	Fluvanna County Public Schools	45,450	47,600	49,750
033	Franklin County Public Schools	36,662	39,162	39,162
034	Frederick County Public Schools	42,500	46,609	48,853
035	Giles County Public Schools	36,450	38,450	39,450
036	Gloucester County Public Schools	42,695	46,813	50,931
037	Goochland County Public Schools	45,474	47,520	48,430
038	Grayson County Public Schools	34,944	36,948	38,952
039	Greene County Public Schools	45,204	47,404	49,404
040	Greensville County Public Schools	43,172	45,272	45,797
041	Halifax County Public Schools	40,416	42,602	44,788

**Virginia Department of Education**  
**Starting Teacher Salaries for School Year 2019-2020**

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

Division	Division Name	Bachelor's Starting Salary	Master's Starting Salary	Doctorate Starting Salary
042	Hanover County Public Schools	45,293	48,011	49,370
043	Henrico County Public Schools	45,999	48,208	48,208
044	Henry County Public Schools	41,902	44,002	45,002
045	Highland County Public Schools	37,873	40,873	42,873
046	Isle of Wight County Public Schools	44,000	46,750	50,250
048	King George County Public Schools	42,951	45,958	47,958
049	King and Queen County Public Schools	40,819	42,994	43,676
050	King William County Public Schools	45,021	47,261	49,501
051	Lancaster County Public Schools	41,000	43,100	44,150
052	Lee County Public Schools	35,250	38,250	39,250
053	Loudoun County Public Schools	53,730	59,500	65,269
054	Louisa County Public Schools	45,004	47,314	48,157
055	Lunenburg County Public Schools	38,519	40,719	41,919
056	Madison County Public Schools	43,000	46,400	46,400
057	Mathews County Public Schools	43,989	46,989	49,489
058	Mecklenburg County Public Schools	40,000	42,400	44,000
059	Middlesex County Public Schools	41,616	43,697	44,616
060	Montgomery County Public Schools	42,000	44,428	46,528
062	Nelson County Public Schools	48,411	51,226	51,226
063	New Kent County Public Schools	44,148	47,238	49,004
065	Northampton County Public Schools	38,506	40,819	43,268
066	Northumberland County Public Schools	40,419	42,419	44,419
067	Nottoway County Public Schools	40,903	43,103	43,803
068	Orange County Public Schools	43,518	46,218	48,218
069	Page County Public Schools	42,512	45,770	48,677
070	Patrick County Public Schools	38,853	41,084	43,132
071	Pittsylvania County Public Schools	39,563	41,455	42,401
072	Powhatan County Public Schools	45,063	47,316	48,116
073	Prince Edward County Public Schools	39,725	41,883	43,531
074	Prince George County Public Schools	44,790	46,790	47,190
075	Prince William County Public Schools	49,496	55,237	58,610
077	Pulaski County Public Schools	39,579	41,843	44,674
078	Rappahannock County Public Schools	41,353	44,853	48,853
079	Richmond County Public Schools	40,580	42,680	45,680
080	Roanoke County Public Schools	39,555	41,955	43,555
081	Rockbridge County Public Schools	40,123	42,623	44,123
082	Rockingham County Public Schools	44,051	46,536	48,061
083	Russell County Public Schools	33,000	35,000	37,000
084	Scott County Public Schools	38,225	40,505	41,225
085	Shenandoah County Public Schools	43,026	46,197	49,368
086	Smyth County Public Schools	36,484	39,124	41,975

**Virginia Department of Education**  
**Starting Teacher Salaries for School Year 2019-2020**

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

Division	Division Name	Bachelor's Starting Salary	Master's Starting Salary	Doctorate Starting Salary
087	Southampton County Public Schools	41,000	43,000	45,000
088	Spotsylvania County Public Schools	44,000	47,080	49,720
089	Stafford County Public Schools	45,766	50,418	52,039
090	Surry County Public Schools	47,915	50,415	50,915
091	Sussex County Public Schools	42,435	44,660	46,885
092	Tazewell County Public Schools	37,456	39,245	40,818
093	Warren County Public Schools	44,545	46,750	48,745
094	Washington County Public Schools	36,764	38,849	40,859
095	Westmoreland County Public Schools	41,000	44,150	44,150
096	Wise County Public Schools	36,000	39,000	42,000
097	Wythe County Public Schools	39,350	41,626	44,705
098	York County Public Schools	43,715	46,636	50,386
101	Alexandria City Public Schools	49,382	56,372	58,635
102	Bristol City Public Schools	#N/A	#N/A	#N/A
103	Buena Vista City Public Schools	32,823	36,823	37,823
104	Charlottesville City Public Schools	48,143	50,459	52,575
106	Colonial Heights City Public Schools	41,612	43,112	43,112
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	51,599	57,237	61,417
110	Fredericksburg City Public Schools	42,157	44,907	46,707
111	Galax City Public Schools	39,974	43,234	43,774
112	Hampton City Public Schools	45,500	48,100	50,100
113	Harrisonburg City Public Schools	45,800	48,500	50,615
114	Hopewell City Public Schools	45,692	48,352	48,692
115	Lynchburg City Public Schools	40,194	43,454	45,238
116	Martinsville City Public Schools	42,129	44,916	45,717
117	Newport News City Public Schools	45,000	48,150	51,579
118	Norfolk City Public Schools	44,220	47,720	52,020
119	Norton City Public Schools	33,588	35,746	37,242
120	Petersburg City Public Schools	45,734	46,934	47,634
121	Portsmouth City Public Schools	45,829	48,330	51,830
122	Radford City Public Schools	40,055	43,873	46,700
123	Richmond City Public Schools	46,397	48,717	52,344
124	Roanoke City Public Schools	40,073	42,673	45,073
126	Staunton City Public Schools	43,852	45,970	N/A
127	Suffolk City Public Schools	43,155	46,099	48,410
128	Virginia Beach City Public Schools	47,017	49,517	51,117
130	Waynesboro City Public Schools	42,507	45,229	47,408
131	Williamsburg-James City County Public Schools	44,600	46,100	49,100

**Virginia Department of Education**  
**Starting Teacher Salaries for School Year 2019-2020**

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

<b>Division</b>	<b>Division Name</b>	<b>Bachelor's Starting Salary</b>	<b>Master's Starting Salary</b>	<b>Doctorate Starting Salary</b>
132	Winchester City Public Schools	42,880	47,110	51,340
135	Franklin City Public Schools	40,000	42,000	42,000
136	Chesapeake City Public Schools	45,553	48,752	52,952
137	Lexington City Public Schools	39,901	43,698	43,698
139	Salem City Public Schools	42,714	46,554	48,406
142	Poquoson City Public Schools	41,930	44,655	47,380
143	Manassas City Public Schools	47,724	53,353	56,659
144	Manassas Park City Public Schools	49,050	55,050	62,050
202	Colonial Beach Public Schools	41,996	44,496	46,996
207	West Point Public Schools	46,593	48,593	N/A

**Virginia Department of Education**

**Average Teacher Salaries by School for School Year 2019-2020**

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

To calculate each school's average salary, the salaries of each teacher who works in the school were summed and divided by the FTE total of all teachers (full-time and part-time) in the school.

Division	Name	School Number	School Name	Average 2019-2020 Salary
001	Accomack County Public Schools	530	TANGIER COMBINED	49,988.42
001	Accomack County Public Schools	540	ARCADIA HIGH	49,298.79
001	Accomack County Public Schools	580	CHINCOTEAGUE HIGH	49,832.76
001	Accomack County Public Schools	590	PUNGOTEAGUE ELEM	46,550.62
001	Accomack County Public Schools	600	KEGOTANK ELEM	48,526.42
001	Accomack County Public Schools	70	NANDUA HIGH	49,984.33
001	Accomack County Public Schools	701	ACCAWMACKE ELEM	46,260.30
001	Accomack County Public Schools	702	METOMPKIN ELEM	44,953.78
001	Accomack County Public Schools	703	NANDUA MIDDLE	50,165.75
001	Accomack County Public Schools	704	ARCADIA MIDDLE	48,627.69
001	Accomack County Public Schools	80	CHINCOTEAGUE ELEM	48,586.11
002	Albemarle County Public Schools	10	HOLLYMEAD ELEM	60,015.93
002	Albemarle County Public Schools	100	BROADUS WOOD ELEM	57,232.82
002	Albemarle County Public Schools	1051	MORTIMER Y SUTHERLAND MIDDLE	58,459.05
002	Albemarle County Public Schools	1052	MONTICELLO HIGH	57,803.65
002	Albemarle County Public Schools	1053	BAKER-BUTLER ELEM	57,084.18
002	Albemarle County Public Schools	1060	ALBEMARLE COUNTY COMMUNITY PUBLIC CHARTER	56,216.35
002	Albemarle County Public Schools	140	WESTERN ALBEMARLE HIGH	58,819.92
002	Albemarle County Public Schools	150	PAUL H CALE ELEM	58,350.32
002	Albemarle County Public Schools	160	AGNOR-HURT ELEM	61,024.14
002	Albemarle County Public Schools	20	LESLIE H WALTON MIDDLE	57,049.60
002	Albemarle County Public Schools	240	STONY POINT ELEM	58,013.57
002	Albemarle County Public Schools	250	MERIWETHER LEWIS ELEM	59,540.06
002	Albemarle County Public Schools	30	SCOTTSVILLE ELEM	58,418.06
002	Albemarle County Public Schools	340	CROZET ELEM	59,133.86
002	Albemarle County Public Schools	40	MARY CARR GREER ELEM	56,937.67
002	Albemarle County Public Schools	540	RED HILL ELEM	58,719.38
002	Albemarle County Public Schools	69	JACKSON P BURLEY MIDDLE	58,757.38
002	Albemarle County Public Schools	880	ALBEMARLE HIGH	57,276.26
002	Albemarle County Public Schools	890	MURRAY HIGH	60,244.35
002	Albemarle County Public Schools	910	VIRGINIA L MURRAY ELEM	59,637.29
002	Albemarle County Public Schools	920	STONE ROBINSON ELEM	57,449.15
002	Albemarle County Public Schools	930	WOODBROOK ELEM	56,045.39
002	Albemarle County Public Schools	941	BROWNSVILLE ELEM	57,994.65
002	Albemarle County Public Schools	942	JOSEPH T HENLEY MIDDLE	56,933.62
002	Albemarle County Public Schools	950	JACK JOUETT MIDDLE	55,938.70
003	Alleghany County Public Schools	1040	CLIFTON MIDDLE	46,353.00
003	Alleghany County Public Schools	1041	MT VIEW ELEM	48,174.00
003	Alleghany County Public Schools	110	CALLAGHAN ELEM	46,440.00
003	Alleghany County Public Schools	310	ALLEGHANY HIGH	46,587.00
003	Alleghany County Public Schools	90	SHARON ELEM	48,252.00
004	Amelia County Public Schools	10	AMELIA COUNTY HIGH	48,405.00
004	Amelia County Public Schools	210	AMELIA COUNTY MIDDLE	47,646.00
004	Amelia County Public Schools	220	AMELIA COUNTY ELEM	49,605.00
005	Amherst County Public Schools	20	MONELISON MIDDLE	50,320.03
005	Amherst County Public Schools	500	MADISON HEIGHTS ELEM	47,114.53
005	Amherst County Public Schools	670	AMHERST MIDDLE	44,094.41
005	Amherst County Public Schools	740	TEMPERANCE ELEM	44,872.07
005	Amherst County Public Schools	750	AMHERST COUNTY HIGH	51,284.70
005	Amherst County Public Schools	760	ELON ELEM	49,062.07
005	Amherst County Public Schools	770	CENTRAL ELEM	45,421.47
005	Amherst County Public Schools	780	AMELON ELEM	48,882.21
005	Amherst County Public Schools	790	AMHERST ELEM	49,963.64
006	Appomattox County Public Schools	110	APPOMATTOX ELEM	47,509.00
006	Appomattox County Public Schools	160	APPOMATTOX MIDDLE	45,965.00
006	Appomattox County Public Schools	250	APPOMATTOX PRIMARY	45,585.00
006	Appomattox County Public Schools	260	APPOMATTOX COUNTY HIGH	46,920.00
007	Arlington County Public Schools	100	GLEBE ELEM	84,032.50
007	Arlington County Public Schools	111	FRANCIS SCOTT KEY ELEM	81,684.60
007	Arlington County Public Schools	150	BARCROFT ELEM	82,830.58

**Virginia Department of Education**

**Average Teacher Salaries by School for School Year 2019-2020**

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

To calculate each school's average salary, the salaries of each teacher who works in the school were summed and divided by the FTE total of all teachers (full-time and part-time) in the school.

Division	Name	School Number	School Name	Average 2019-2020 Salary
007	Arlington County Public Schools	160	ALICE WEST FLEET ELEMENTARY	82,267.78
007	Arlington County Public Schools	180	JEFFERSON MIDDLE	87,103.11
007	Arlington County Public Schools	200	DR. CHARLES R. DREW ELEMENTARY	79,589.35
007	Arlington County Public Schools	211	TUCKAHOE ELEM	78,523.34
007	Arlington County Public Schools	240	SWANSON MIDDLE	82,694.01
007	Arlington County Public Schools	250	BARRETT ELEM	76,032.51
007	Arlington County Public Schools	330	YORKTOWN HIGH	86,809.93
007	Arlington County Public Schools	350	ABINGDON ELEM	80,244.18
007	Arlington County Public Schools	360	OAKRIDGE ELEM	81,037.29
007	Arlington County Public Schools	37	INTEGRATION STATION	74,392.47
007	Arlington County Public Schools	380	MCKINLEY ELEM	74,318.71
007	Arlington County Public Schools	410	NOTTINGHAM ELEM	75,806.44
007	Arlington County Public Schools	420	TAYLOR ELEM	81,051.04
007	Arlington County Public Schools	440	JAMESTOWN ELEM	80,142.88
007	Arlington County Public Schools	450	WAKEFIELD HIGH	86,430.78
007	Arlington County Public Schools	460	LONG BRANCH ELEM	78,310.02
007	Arlington County Public Schools	470	ARLINGTON TRADITIONAL	81,777.29
007	Arlington County Public Schools	480	WILLIAMSBURG MIDDLE	85,711.83
007	Arlington County Public Schools	490	ASHLAWN ELEM	79,684.96
007	Arlington County Public Schools	500	KENMORE MIDDLE	84,137.15
007	Arlington County Public Schools	510	RANDOLPH ELEM	75,271.27
007	Arlington County Public Schools	611	GUNSTON MIDDLE	80,557.37
007	Arlington County Public Schools	613	ARLINGTON SCIENCE FOCUS	71,005.00
007	Arlington County Public Schools	614	HOFFMAN-BOSTON ELEM	75,399.73
007	Arlington County Public Schools	615	CAMPBELL ELEM	79,289.17
007	Arlington County Public Schools	618	ARLINGTON COMMUNITY HIGH	94,059.24
007	Arlington County Public Schools	622	CLAREMONT IMMERSION	79,493.19
007	Arlington County Public Schools	626	DISCOVERY ELEM	74,444.07
007	Arlington County Public Schools	627	MONTESSORI PUBLIC SCHOOL OF ARLINGTON	85,812.78
007	Arlington County Public Schools	628	DOROTHY HAMM MIDDLE	77,375.70
007	Arlington County Public Schools	80	WASHINGTON LIBERTY HIGH	85,851.28
007	Arlington County Public Schools	90	CARLIN SPRINGS ELEM	81,200.79
008	Augusta County Public Schools	140	CHURCHVILLE ELEM	50,352.00
008	Augusta County Public Schools	212	BEVERLEY MANOR MIDDLE	49,855.00
008	Augusta County Public Schools	30	CASSELL ELEM	50,991.00
008	Augusta County Public Schools	370	CRAIGSVILLE ELEM	49,309.00
008	Augusta County Public Schools	40	NORTH RIVER ELEM	48,318.00
008	Augusta County Public Schools	440	STUARTS DRAFT ELEM	49,995.00
008	Augusta County Public Schools	60	STUARTS DRAFT MIDDLE	52,895.00
008	Augusta County Public Schools	640	WILSON ELEM	47,739.00
008	Augusta County Public Schools	660	BUFFALO GAP HIGH	49,449.00
008	Augusta County Public Schools	670	FT DEFIANCE HIGH	52,039.00
008	Augusta County Public Schools	680	RIVERHEADS HIGH	50,479.00
008	Augusta County Public Schools	720	WILSON MEMORIAL HIGH	50,326.00
008	Augusta County Public Schools	730	STUARTS DRAFT HIGH	50,490.00
008	Augusta County Public Schools	740	RIVERHEADS ELEM	47,995.00
008	Augusta County Public Schools	842	EDWARD G CLYMORE ELEM	48,931.00
008	Augusta County Public Schools	843	GUY K STUMP ELEM	49,881.00
008	Augusta County Public Schools	844	WILSON MIDDLE	51,292.00
008	Augusta County Public Schools	90	S GORDON STEWART MIDDLE	50,476.00
009	Bath County Public Schools	120	MILLBORO ELEM	53,167.00
009	Bath County Public Schools	140	BATH COUNTY HIGH	45,842.00
009	Bath County Public Schools	150	VALLEY ELEM	47,590.00
010	Bedford County Public Schools	1170	OTTER RIVER ELEM	47,030.39
010	Bedford County Public Schools	1180	LIBERTY HIGH	52,132.91
010	Bedford County Public Schools	1190	STAUNTON RIVER HIGH	50,651.19
010	Bedford County Public Schools	1191	STAUNTON RIVER MIDDLE	48,229.09
010	Bedford County Public Schools	1200	BEDFORD PRIMARY	48,975.23
010	Bedford County Public Schools	1211	FOREST MIDDLE	49,388.95
010	Bedford County Public Schools	1212	JEFFERSON FOREST HIGH	52,516.77

**Virginia Department of Education**

**Average Teacher Salaries by School for School Year 2019-2020**

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

To calculate each school's average salary, the salaries of each teacher who works in the school were summed and divided by the FTE total of all teachers (full-time and part-time) in the school.

Division	Name	School Number	School Name	Average 2019-2020 Salary
010	Bedford County Public Schools	1213	THOMAS JEFFERSON ELEM	49,737.00
010	Bedford County Public Schools	1214	GOODVIEW ELEM	47,371.81
010	Bedford County Public Schools	160	BOONSBORO ELEM	48,154.45
010	Bedford County Public Schools	180	MONTVALE ELEM	48,304.42
010	Bedford County Public Schools	30	BIG ISLAND ELEM	46,647.64
010	Bedford County Public Schools	480	BEDFORD ELEM	48,051.59
010	Bedford County Public Schools	490	LIBERTY MIDDLE	47,422.20
010	Bedford County Public Schools	500	FOREST ELEM	48,632.06
010	Bedford County Public Schools	610	NEW LONDON ACADEMY ELEM	49,017.30
010	Bedford County Public Schools	640	STEWARTSVILLE ELEM	48,485.28
010	Bedford County Public Schools	970	MONETA ELEM	49,250.13
010	Bedford County Public Schools	980	HUDDLESTON ELEM	48,867.00
011	Bland County Public Schools	250	BLAND COUNTY ELEM	43,472.50
011	Bland County Public Schools	260	BLAND COUNTY HIGH	40,821.95
012	Botetourt County Public Schools	20	BUCHANAN ELEM	53,706.00
012	Botetourt County Public Schools	220	BRECKINRIDGE ELEM	56,149.00
012	Botetourt County Public Schools	30	EAGLE ROCK ELEM	56,496.00
012	Botetourt County Public Schools	390	CLOVERDALE ELEM	55,812.00
012	Botetourt County Public Schools	40	TROUTVILLE ELEM	55,057.00
012	Botetourt County Public Schools	400	COLONIAL ELEM	54,940.00
012	Botetourt County Public Schools	420	CENTRAL ACADEMY MIDDLE	52,708.00
012	Botetourt County Public Schools	430	JAMES RIVER HIGH	54,072.00
012	Botetourt County Public Schools	440	LORD BOTETOURT HIGH	55,876.00
012	Botetourt County Public Schools	450	READ MOUNTAIN MIDDLE	57,086.00
012	Botetourt County Public Schools	460	GREENFIELD ELEM	53,662.00
013	Brunswick County Public Schools	650	BRUNSWICK HIGH	48,203.00
013	Brunswick County Public Schools	660	JAMES S RUSSELL MIDDLE	46,147.00
013	Brunswick County Public Schools	690	MEHERRIN POWELLTON ELEM	47,937.00
013	Brunswick County Public Schools	700	RED OAK-STURGEON ELEM	50,428.00
013	Brunswick County Public Schools	720	TOTARO ELEM	50,957.00
014	Buchanan County Public Schools	1000	COUNCIL HIGH	43,477.08
014	Buchanan County Public Schools	1020	HURLEY HIGH	43,094.21
014	Buchanan County Public Schools	1040	RIVERVIEW ELEMENTARY/MIDDLE	42,123.98
014	Buchanan County Public Schools	1041	TWIN VALLEY ELEMENTARY/MIDDLE	39,566.40
014	Buchanan County Public Schools	1042	TWIN VALLEY HIGH	46,149.81
014	Buchanan County Public Schools	120	HURLEY ELEMENTARY/MIDDLE	44,798.83
014	Buchanan County Public Schools	90	COUNCIL ELEMENTARY/MIDDLE SCHOOL	41,694.80
014	Buchanan County Public Schools	990	GRUNDY HIGH	48,710.36
015	Buckingham County Public Schools	20	BUCKINGHAM CO PRE SCH CTR	51,133.50
015	Buckingham County Public Schools	700	BUCKINGHAM COUNTY HIGH	51,853.59
015	Buckingham County Public Schools	721	BUCKINGHAM CO. MIDDLE	49,466.39
015	Buckingham County Public Schools	723	BUCKINGHAM CO PRIMARY	48,922.82
015	Buckingham County Public Schools	724	BUCKINGHAM CO ELEM	49,500.52
016	Campbell County Public Schools	130	CONCORD ELEM	46,483.00
016	Campbell County Public Schools	20	BROOKVILLE MIDDLE	45,568.00
016	Campbell County Public Schools	200	ALTAVISTA HIGH	46,117.00
016	Campbell County Public Schools	211	RUSTBURG MIDDLE	46,371.00
016	Campbell County Public Schools	222	RUSTBURG HIGH	46,243.00
016	Campbell County Public Schools	542	WILLIAM CAMPBELL HIGH	45,872.00
016	Campbell County Public Schools	560	ALTAVISTA ELEM	49,199.00
016	Campbell County Public Schools	60	TOMAHAWK ELEM	47,299.00
016	Campbell County Public Schools	650	BROOKNEAL ELEM	44,678.00
016	Campbell County Public Schools	690	LEESVILLE ROAD ELEM	46,883.00
016	Campbell County Public Schools	710	YELLOW BRANCH ELEM	45,733.00
016	Campbell County Public Schools	720	BROOKVILLE HIGH	46,013.00
016	Campbell County Public Schools	821	RUSTBURG ELEM	46,926.00
017	Caroline County Public Schools	450	CAROLINE MIDDLE	48,318.00
017	Caroline County Public Schools	460	CAROLINE HIGH	51,280.00
017	Caroline County Public Schools	620	BOWLING GREEN ELEM	48,085.00
017	Caroline County Public Schools	630	MADISON ELEM	47,929.00

**Virginia Department of Education**

**Average Teacher Salaries by School for School Year 2019-2020**

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

To calculate each school's average salary, the salaries of each teacher who works in the school were summed and divided by the FTE total of all teachers (full-time and part-time) in the school.

Division	Name	School Number	School Name	Average 2019-2020 Salary
017	Caroline County Public Schools	9020	LEWIS & CLARK ELEM	50,498.00
018	Carroll County Public Schools	1110	ST PAUL	51,633.49
018	Carroll County Public Schools	1130	OAKLAND ELEM	48,042.25
018	Carroll County Public Schools	1150	GLADESBORO ELEM	53,440.22
018	Carroll County Public Schools	1160	LAUREL ELEM	48,069.80
018	Carroll County Public Schools	1170	HILLSVILLE ELEM	50,100.72
018	Carroll County Public Schools	1180	FANCY GAP ELEM	53,986.28
018	Carroll County Public Schools	1210	GLADEVILLE ELEM	48,871.28
018	Carroll County Public Schools	1230	CARROLL COUNTY HIGH	52,276.53
018	Carroll County Public Schools	450	CARROLL COUNTY MIDDLE	49,699.53
019	Charles City County Public Schools	100	CHARLES CITY CO HIGH	49,111.00
019	Charles City County Public Schools	80	CHARLES CITY CO ELEM	48,171.00
020	Charlotte County Public Schools	100	EUREKA ELEM	43,295.00
020	Charlotte County Public Schools	210	CENTRAL MIDDLE	45,752.00
020	Charlotte County Public Schools	450	PHENIX ELEM	45,177.00
020	Charlotte County Public Schools	460	RANDOLPH-HENRY HIGH	45,374.00
020	Charlotte County Public Schools	470	BACON DISTRICT ELEM	44,517.00
021	Chesterfield County Public Schools	10	LLOYD C BIRD HIGH	52,530.00
021	Chesterfield County Public Schools	110	MATOACA MIDDLE	51,966.00
021	Chesterfield County Public Schools	130	BEULAH ELEM	52,335.00
021	Chesterfield County Public Schools	150	CLOVER HILL ELEM	52,706.00
021	Chesterfield County Public Schools	180	GRANGE HALL ELEM	52,665.00
021	Chesterfield County Public Schools	20	BON AIR ELEM	51,596.00
021	Chesterfield County Public Schools	270	SWIFT CREEK MIDDLE	53,049.00
021	Chesterfield County Public Schools	280	MONACAN HIGH	53,350.00
021	Chesterfield County Public Schools	290	W W GORDON ELEM	52,741.00
021	Chesterfield County Public Schools	30	CARVER COLLEGE AND CAREER ACADEMY	53,497.00
021	Chesterfield County Public Schools	300	EVERGREEN ELEM	51,885.00
021	Chesterfield County Public Schools	320	MIDLOTHIAN HIGH	51,873.00
021	Chesterfield County Public Schools	340	SWIFT CREEK ELEM	51,771.00
021	Chesterfield County Public Schools	350	ETTRICK ELEM	50,654.00
021	Chesterfield County Public Schools	360	O B GATES ELEM	53,349.00
021	Chesterfield County Public Schools	370	MATOACA ELEM	53,536.00
021	Chesterfield County Public Schools	380	PROVIDENCE ELEM	52,416.00
021	Chesterfield County Public Schools	390	ENON ELEM	51,109.00
021	Chesterfield County Public Schools	40	MIDLOTHIAN MIDDLE	52,941.00
021	Chesterfield County Public Schools	400	JACOBS ROAD ELEM	50,466.00
021	Chesterfield County Public Schools	410	THELMA CRENSHAW ELEM	52,930.00
021	Chesterfield County Public Schools	420	CARVER MIDDLE	52,378.00
021	Chesterfield County Public Schools	430	BENSLEY ELEM	52,078.00
021	Chesterfield County Public Schools	440	WOOLRIDGE ELEM	52,713.00
021	Chesterfield County Public Schools	460	HARROWGATE ELEM	51,390.00
021	Chesterfield County Public Schools	480	ECOFF ELEM	51,213.00
021	Chesterfield County Public Schools	492	C E CURTIS ELEM	52,911.00
021	Chesterfield County Public Schools	50	C C WELLS ELEM	52,293.00
021	Chesterfield County Public Schools	500	J G HENING ELEM	50,608.00
021	Chesterfield County Public Schools	510	BETTIE WEAVER ELEM	51,560.00
021	Chesterfield County Public Schools	530	MATOACA HIGH	51,869.00
021	Chesterfield County Public Schools	550	J A CHALKLEY ELEM	51,656.00
021	Chesterfield County Public Schools	560	CRESTWOOD ELEM	51,956.00
021	Chesterfield County Public Schools	580	MEADOWBROOK HIGH	51,021.00
021	Chesterfield County Public Schools	590	FALLING CREEK ELEM	49,575.00
021	Chesterfield County Public Schools	60	HOPKINS ROAD ELEM	51,513.00
021	Chesterfield County Public Schools	600	MANCHESTER MIDDLE	53,197.00
021	Chesterfield County Public Schools	610	THOMAS DALE HIGH	52,693.00
021	Chesterfield County Public Schools	620	A M DAVIS ELEM	53,180.00
021	Chesterfield County Public Schools	631	BAILEY BRIDGE MIDDLE	51,718.00
021	Chesterfield County Public Schools	632	MANCHESTER HIGH	54,377.00
021	Chesterfield County Public Schools	650	J B WATKINS ELEM	53,592.00
021	Chesterfield County Public Schools	660	BELLWOOD ELEM	51,552.00

**Virginia Department of Education**

**Average Teacher Salaries by School for School Year 2019-2020**

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

To calculate each school's average salary, the salaries of each teacher who works in the school were summed and divided by the FTE total of all teachers (full-time and part-time) in the school.

Division	Name	School Number	School Name	Average 2019-2020 Salary
021	Chesterfield County Public Schools	670	FALLING CREEK MIDDLE	51,756.00
021	Chesterfield County Public Schools	690	PROVIDENCE MIDDLE	52,102.00
021	Chesterfield County Public Schools	70	GREENFIELD ELEM	52,392.00
021	Chesterfield County Public Schools	700	REAMS ROAD ELEM	52,444.00
021	Chesterfield County Public Schools	720	SALEM CHURCH ELEM	51,453.00
021	Chesterfield County Public Schools	722	SALEM CHURCH MIDDLE	50,567.00
021	Chesterfield County Public Schools	730	ROBIOUS ELEM	50,697.00
021	Chesterfield County Public Schools	740	CLOVER HILL HIGH	53,415.00
021	Chesterfield County Public Schools	760	ROBIOUS MIDDLE	51,951.00
021	Chesterfield County Public Schools	770	JAMES RIVER HIGH	52,764.00
021	Chesterfield County Public Schools	780	MARGUERITE F CHRISTIAN ELEM	51,211.00
021	Chesterfield County Public Schools	800	SPRING RUN ELEM	52,683.00
021	Chesterfield County Public Schools	840	COSBY HIGH	53,674.00
021	Chesterfield County Public Schools	850	ELIZABETH SCOTT ELEM	51,619.00
021	Chesterfield County Public Schools	860	WINTERPOCK ELEM	50,872.00
021	Chesterfield County Public Schools	861	ALBERTA SMITH ELEM	55,301.00
021	Chesterfield County Public Schools	870	ELIZABETH DAVIS MIDDLE	53,445.00
021	Chesterfield County Public Schools	880	TOMAHAWK CREEK MIDDLE	54,442.00
021	Chesterfield County Public Schools	90	OLD HUNDRED ELEMENTARY	50,960.00
022	Clarke County Public Schools	10	CLARKE COUNTY HIGH	54,756.01
022	Clarke County Public Schools	250	BOYCE ELEM	53,159.54
022	Clarke County Public Schools	280	JOHNSON-WILLIAMS MIDDLE	53,339.38
022	Clarke County Public Schools	290	D G COOLEY ELEM	51,335.55
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	53,308.09
024	Culpeper County Public Schools	20	CULPEPER MIDDLE	50,896.55
024	Culpeper County Public Schools	240	A G RICHARDSON ELEM	55,066.50
024	Culpeper County Public Schools	40	YOWELL ELEM	52,284.60
024	Culpeper County Public Schools	450	EMERALD HILL ELEM	52,881.40
024	Culpeper County Public Schools	460	SYCAMORE PARK ELEM	49,059.34
024	Culpeper County Public Schools	470	FARMINGTON ELEM	52,750.64
024	Culpeper County Public Schools	480	CULPEPER COUNTY HIGH	53,312.80
024	Culpeper County Public Schools	50	EASTERN VIEW HIGH	51,889.62
024	Culpeper County Public Schools	581	FLOYD T BINNS MIDDLE	49,909.23
024	Culpeper County Public Schools	582	GALBREATH-MARSHALL BLDG	69,020.00
025	Cumberland County Public Schools	140	CUMBERLAND ELEM	52,728.36
025	Cumberland County Public Schools	151	CUMBERLAND HIGH	49,820.53
025	Cumberland County Public Schools	152	CUMBERLAND MIDDLE	48,764.96
026	Dickenson County Public Schools	20	CLINTWOOD ELEM	39,996.00
026	Dickenson County Public Schools	275	RIDGEVIEW HIGH	41,777.00
026	Dickenson County Public Schools	280	RIDGEVIEW MIDDLE	40,357.00
026	Dickenson County Public Schools	530	ERVINTON ELEM	39,339.00
026	Dickenson County Public Schools	860	SANDLICK ELEM	42,922.00
027	Dinwiddie County Public Schools	10	SOUTHSIDE ELEM	51,341.31
027	Dinwiddie County Public Schools	180	SUNNYSIDE ELEM	54,896.14
027	Dinwiddie County Public Schools	250	MIDWAY ELEM	50,252.96
027	Dinwiddie County Public Schools	310	DINWIDDIE ELEM	52,975.34
027	Dinwiddie County Public Schools	471	DINWIDDIE MIDDLE	49,401.70
027	Dinwiddie County Public Schools	500	DINWIDDIE HIGH	54,117.54
027	Dinwiddie County Public Schools	520	SUTHERLAND ELEM	53,412.68
028	Essex County Public Schools	10	ESSEX HIGH	48,223.63
028	Essex County Public Schools	150	ESSEX INT.	47,995.81
028	Essex County Public Schools	160	TAPPAHANNOCK ELEM	47,714.31
029	Fairfax County Public Schools	100	CHESTERBROOK ELEM	73,132.81
029	Fairfax County Public Schools	1020	LEE HIGH	81,570.24
029	Fairfax County Public Schools	1030	PARKLAWN ELEM	74,119.29
029	Fairfax County Public Schools	1050	CHURCHILL ROAD ELEM	69,041.79
029	Fairfax County Public Schools	1060	MADISON HIGH	79,774.33
029	Fairfax County Public Schools	1070	JUSTICE HIGH	77,243.63

**Virginia Department of Education**

**Average Teacher Salaries by School for School Year 2019-2020**

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

To calculate each school's average salary, the salaries of each teacher who works in the school were summed and divided by the FTE total of all teachers (full-time and part-time) in the school.

Division	Name	School Number	School Name	Average 2019-2020 Salary
029	Fairfax County Public Schools	1080	WAYNEWOOD ELEM	79,345.17
029	Fairfax County Public Schools	1090	BRADDOCK ELEM	76,447.08
029	Fairfax County Public Schools	110	LOUISE ARCHER ELEM	80,738.54
029	Fairfax County Public Schools	1100	FALLS CHURCH HIGH	76,840.70
029	Fairfax County Public Schools	1110	LANIER MIDDLE	77,805.45
029	Fairfax County Public Schools	1120	IRVING MIDDLE	74,224.90
029	Fairfax County Public Schools	1130	POE MIDDLE	77,555.88
029	Fairfax County Public Schools	1140	THOREAU MIDDLE	73,460.90
029	Fairfax County Public Schools	1150	LONGFELLOW MIDDLE	82,724.19
029	Fairfax County Public Schools	1160	TWAIN MIDDLE	76,193.21
029	Fairfax County Public Schools	1170	GLASGOW MIDDLE	72,802.50
029	Fairfax County Public Schools	1190	COOPER MIDDLE	74,362.28
029	Fairfax County Public Schools	120	VIENNA ELEM	77,798.21
029	Fairfax County Public Schools	1200	MARSHALL ROAD ELEM	70,767.19
029	Fairfax County Public Schools	1210	MANTUA ELEM	77,535.51
029	Fairfax County Public Schools	1240	KEENE MILL ELEM	75,713.50
029	Fairfax County Public Schools	1250	HERNDON ELEM	78,732.94
029	Fairfax County Public Schools	1260	WOODSON HIGH	82,557.77
029	Fairfax County Public Schools	1270	EDISON HIGH	82,274.36
029	Fairfax County Public Schools	1290	MARSHALL HIGH	78,858.87
029	Fairfax County Public Schools	1300	SANDBURG MIDDLE	75,682.20
029	Fairfax County Public Schools	131	CHANTILLY HIGH	81,709.81
029	Fairfax County Public Schools	1310	RAVENSWORTH ELEM	78,970.11
029	Fairfax County Public Schools	1320	WASHINGTON MILL ELEM	74,570.25
029	Fairfax County Public Schools	1330	HOLLIN MEADOWS ELEM	76,910.10
029	Fairfax County Public Schools	1350	STRATFORD LANDING ELEM	75,144.39
029	Fairfax County Public Schools	1360	ANNANDALE TERRACE ELEM	70,014.45
029	Fairfax County Public Schools	1371	THOMAS JEFFERSON HIGH	91,808.12
029	Fairfax County Public Schools	1380	STENWOOD ELEM	76,842.67
029	Fairfax County Public Schools	1390	MOSBY WOODS ELEM	72,379.32
029	Fairfax County Public Schools	140	OAKTON ELEM	74,701.84
029	Fairfax County Public Schools	1400	LITTLE RUN ELEM	76,979.97
029	Fairfax County Public Schools	1410	FROST MIDDLE	79,556.02
029	Fairfax County Public Schools	1420	HYBLA VALLEY ELEM	75,881.72
029	Fairfax County Public Schools	1430	WEST SPRINGFIELD ELEM	75,642.48
029	Fairfax County Public Schools	1440	KINGS PARK ELEM	75,289.25
029	Fairfax County Public Schools	1450	FORESTDALE ELEM	73,228.01
029	Fairfax County Public Schools	1460	LANGLEY HIGH	84,378.16
029	Fairfax County Public Schools	1480	FAIRFAX VILLA ELEM	77,617.32
029	Fairfax County Public Schools	150	ORANGE HUNT ELEM	76,827.84
029	Fairfax County Public Schools	1500	GREENBRIAR WEST ELEM	77,202.54
029	Fairfax County Public Schools	1510	COLUMBIA ELEM	72,728.39
029	Fairfax County Public Schools	1521	HOLMES MIDDLE	77,912.16
029	Fairfax County Public Schools	1530	ARMSTRONG ELEM	79,731.49
029	Fairfax County Public Schools	1540	UNION MILL ELEM	72,829.62
029	Fairfax County Public Schools	1550	WHITMAN MIDDLE	76,298.69
029	Fairfax County Public Schools	1570	LAKE ANNE ELEM	80,064.71
029	Fairfax County Public Schools	1580	WESTBRIAR ELEM	74,378.98
029	Fairfax County Public Schools	1590	CANTERBURY WOODS ELEM	74,173.65
029	Fairfax County Public Schools	1600	CUB RUN ELEM	80,144.33
029	Fairfax County Public Schools	1610	WEST SPRINGFIELD HIGH	79,388.59
029	Fairfax County Public Schools	1620	SPRING HILL ELEM	79,561.34
029	Fairfax County Public Schools	1630	FAIRHILL ELEM	70,770.97
029	Fairfax County Public Schools	1640	MOUNT VERNON WOODS ELEM	77,867.92
029	Fairfax County Public Schools	1650	OLDE CREEK ELEM	72,902.20
029	Fairfax County Public Schools	1660	SHREVEWOOD ELEM	73,537.52
029	Fairfax County Public Schools	1670	WESTGATE ELEM	73,120.84
029	Fairfax County Public Schools	1680	SILVERBROOK ELEM	73,996.64
029	Fairfax County Public Schools	1690	CARDINAL FOREST ELEM	75,214.42
029	Fairfax County Public Schools	170	TERRA CENTRE ELEM	75,623.33

**Virginia Department of Education**

**Average Teacher Salaries by School for School Year 2019-2020**

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

To calculate each school's average salary, the salaries of each teacher who works in the school were summed and divided by the FTE total of all teachers (full-time and part-time) in the school.

Division	Name	School Number	School Name	Average 2019-2020 Salary
029	Fairfax County Public Schools	1700	CUNNINGHAM PARK ELEM	76,942.12
029	Fairfax County Public Schools	1710	OAKTON HIGH	75,775.64
029	Fairfax County Public Schools	1730	BEECH TREE ELEM	75,007.27
029	Fairfax County Public Schools	1740	HAYFIELD ELEM	80,095.49
029	Fairfax County Public Schools	1760	KILMER MIDDLE	79,030.38
029	Fairfax County Public Schools	1761	KILMER CENTER	81,366.36
029	Fairfax County Public Schools	1770	ROLLING VALLEY ELEM	77,137.50
029	Fairfax County Public Schools	1790	BROOKFIELD ELEM	79,724.38
029	Fairfax County Public Schools	1800	HAYFIELD SECONDARY	80,327.75
029	Fairfax County Public Schools	1810	WOLFTRAP ELEM	76,090.26
029	Fairfax County Public Schools	1820	RIVERSIDE ELEM	71,705.06
029	Fairfax County Public Schools	1830	LONDON TOWNE ELEM	77,230.99
029	Fairfax County Public Schools	1840	GREENBRIAR EAST ELEM	75,805.23
029	Fairfax County Public Schools	1850	LEES CORNER ELEM	81,006.80
029	Fairfax County Public Schools	1860	OAK VIEW ELEM	78,227.02
029	Fairfax County Public Schools	1870	CLERMONT ELEM	76,704.45
029	Fairfax County Public Schools	1880	HUNT VALLEY ELEM	80,597.73
029	Fairfax County Public Schools	1890	KINGS GLEN ELEM	77,509.25
029	Fairfax County Public Schools	190	FAIRFAX COUNTY ADULT HIGH	83,733.53
029	Fairfax County Public Schools	1900	KEY MIDDLE	73,979.63
029	Fairfax County Public Schools	1901	KEY CENTER	78,128.91
029	Fairfax County Public Schools	1920	FORT HUNT ELEM	75,846.42
029	Fairfax County Public Schools	1940	CAMELOT ELEM	71,560.26
029	Fairfax County Public Schools	1950	HUNTERS WOODS ELEM	79,879.91
029	Fairfax County Public Schools	1960	ROBINSON SECONDARY	82,597.80
029	Fairfax County Public Schools	1970	LAUREL RIDGE ELEM	78,099.13
029	Fairfax County Public Schools	1980	HUTCHISON ELEM	74,680.14
029	Fairfax County Public Schools	1990	SOUTH LAKES HIGH	78,122.72
029	Fairfax County Public Schools	20	FAIRFAX HIGH	80,749.68
029	Fairfax County Public Schools	200	CENTREVILLE HIGH	81,856.79
029	Fairfax County Public Schools	2000	BONNIE BRAE ELEM	74,582.02
029	Fairfax County Public Schools	2010	DRANESVILLE ELEM	78,641.54
029	Fairfax County Public Schools	2020	CROSSFIELD ELEM	81,772.41
029	Fairfax County Public Schools	2030	SANGSTER ELEM	77,885.02
029	Fairfax County Public Schools	2040	SARATOGA ELEM	74,529.86
029	Fairfax County Public Schools	2050	VIRGINIA RUN ELEM	80,526.66
029	Fairfax County Public Schools	2060	WILLOW SPRINGS ELEM	77,353.26
029	Fairfax County Public Schools	2070	STONE MIDDLE	84,183.45
029	Fairfax County Public Schools	2080	POPLAR TREE ELEM	78,009.86
029	Fairfax County Public Schools	2090	CENTRE RIDGE ELEM	77,540.20
029	Fairfax County Public Schools	2100	WAPLES MILL ELEM	81,080.39
029	Fairfax County Public Schools	220	DOGWOOD ELEM	73,579.21
029	Fairfax County Public Schools	2201	BRYANT HIGH	77,657.50
029	Fairfax County Public Schools	2203	ALDRIN ELEM	79,125.15
029	Fairfax County Public Schools	2204	DEER PARK ELEM	80,946.23
029	Fairfax County Public Schools	2205	CENTREVILLE ELEM	83,251.25
029	Fairfax County Public Schools	2209	LANE ELEM	73,879.74
029	Fairfax County Public Schools	2210	HALLEY ELEM	77,633.85
029	Fairfax County Public Schools	2211	MOUNTAIN VIEW HIGH	87,393.53
029	Fairfax County Public Schools	2222	CARSON MIDDLE	83,100.82
029	Fairfax County Public Schools	2224	FORT BELVOIR ELEM	71,546.69
029	Fairfax County Public Schools	2225	BULL RUN ELEM	77,693.84
029	Fairfax County Public Schools	2228	WESTFIELD HIGH	84,436.05
029	Fairfax County Public Schools	2229	DANIELS RUN ELEM	74,789.20
029	Fairfax County Public Schools	2230	PROVIDENCE ELEM	79,897.10
029	Fairfax County Public Schools	2231	MCNAIR ELEM	73,057.44
029	Fairfax County Public Schools	2233	LIBERTY MIDDLE	80,605.59
029	Fairfax County Public Schools	2234	COLVIN RUN ELEM	77,406.85
029	Fairfax County Public Schools	2235	ISLAND CREEK ELEM	75,226.99
029	Fairfax County Public Schools	2236	LORTON STATION ELEM	77,376.04

**Virginia Department of Education**

**Average Teacher Salaries by School for School Year 2019-2020**

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

To calculate each school's average salary, the salaries of each teacher who works in the school were summed and divided by the FTE total of all teachers (full-time and part-time) in the school.

Division	Name	School Number	School Name	Average 2019-2020 Salary
029	Fairfax County Public Schools	2237	POWELL ELEM	79,551.65
029	Fairfax County Public Schools	2238	DUNN LORING E C RESOURCE CTR	84,705.90
029	Fairfax County Public Schools	2241	SOUTH COUNTY HIGH	82,916.11
029	Fairfax County Public Schools	2243	EAGLE VIEW ELEM	73,426.02
029	Fairfax County Public Schools	2251	BULL RUN E C RESOURCE CTR	92,075.53
029	Fairfax County Public Schools	2252	VIRGINIA HILLS E C RESOURCE CTR	84,896.02
029	Fairfax County Public Schools	2347	COATES ELEM	75,590.05
029	Fairfax County Public Schools	2348	LAUREL HILL ELEM	72,958.80
029	Fairfax County Public Schools	2410	MASON CREST ELEM	71,658.46
029	Fairfax County Public Schools	2420	SOUTH COUNTY MIDDLE	82,188.63
029	Fairfax County Public Schools	2440	PIMMIT EC RESOURCE CTR	72,735.73
029	Fairfax County Public Schools	2458	FORT BELVOIR UPPER	73,917.18
029	Fairfax County Public Schools	2459	BAILEY'S UPPER ELEMENTARY SCHOOL FOR THE ARTS ,	71,249.99
029	Fairfax County Public Schools	250	TERRASET ELEM	76,546.18
029	Fairfax County Public Schools	260	CLEARVIEW ELEM	76,375.33
029	Fairfax County Public Schools	280	SUNRISE VALLEY ELEM	77,707.64
029	Fairfax County Public Schools	290	FAIRVIEW ELEM	74,931.70
029	Fairfax County Public Schools	300	ROCKY RUN MIDDLE	82,585.31
029	Fairfax County Public Schools	32	HERNDON HIGH	80,839.71
029	Fairfax County Public Schools	320	FRANCONIA ELEM	73,897.19
029	Fairfax County Public Schools	33	HERNDON MIDDLE	76,569.04
029	Fairfax County Public Schools	330	GROVETON ELEM	76,168.15
029	Fairfax County Public Schools	350	HUGHES MIDDLE	76,064.32
029	Fairfax County Public Schools	370	FORESTVILLE ELEM	81,232.27
029	Fairfax County Public Schools	380	WOODLAWN ELEM	75,011.76
029	Fairfax County Public Schools	390	FOX MILL ELEM	78,444.50
029	Fairfax County Public Schools	400	WHITE OAKS ELEM	77,903.24
029	Fairfax County Public Schools	420	MOUNT VERNON HIGH	78,387.77
029	Fairfax County Public Schools	430	OAK HILL ELEM	82,321.40
029	Fairfax County Public Schools	440	FRANKLIN MIDDLE	80,539.10
029	Fairfax County Public Schools	470	NEWINGTON FOREST ELEM	81,832.31
029	Fairfax County Public Schools	480	CHERRY RUN ELEM	81,526.58
029	Fairfax County Public Schools	490	FREEDOM HILL ELEM	76,618.37
029	Fairfax County Public Schools	510	MOUNT EAGLE ELEM	78,227.22
029	Fairfax County Public Schools	520	WEYANOKE ELEM	77,881.41
029	Fairfax County Public Schools	530	GRAHAM ROAD ELEM	73,988.52
029	Fairfax County Public Schools	550	BAILEYS ELEM	75,863.22
029	Fairfax County Public Schools	560	BELLE VIEW ELEM	75,351.36
029	Fairfax County Public Schools	570	GREAT FALLS ELEM	78,858.57
029	Fairfax County Public Schools	580	WESTLAWN ELEM	72,261.66
029	Fairfax County Public Schools	590	WOODLEY HILLS ELEM	74,694.27
029	Fairfax County Public Schools	620	CAMERON ELEM	78,609.92
029	Fairfax County Public Schools	630	GARFIELD ELEM	75,282.95
029	Fairfax County Public Schools	650	WOODBURN ELEM	75,205.80
029	Fairfax County Public Schools	660	ANNANDALE HIGH	78,889.05
029	Fairfax County Public Schools	673	JACKSON MIDDLE	79,258.96
029	Fairfax County Public Schools	680	BUSH HILL ELEM	72,923.55
029	Fairfax County Public Schools	690	GUNSTON ELEM	79,030.78
029	Fairfax County Public Schools	70	FOREST EDGE ELEM	69,375.90
029	Fairfax County Public Schools	700	BUCKNELL ELEM	78,162.58
029	Fairfax County Public Schools	710	SLEEPY HOLLOW ELEM	73,431.70
029	Fairfax County Public Schools	720	BELVEDERE ELEM	76,377.90
029	Fairfax County Public Schools	730	FLINT HILL ELEM	71,258.77
029	Fairfax County Public Schools	740	FLORIS ELEM	74,995.56
029	Fairfax County Public Schools	750	HAYCOCK ELEM	71,216.41
029	Fairfax County Public Schools	770	LEMON ROAD ELEM	70,713.56
029	Fairfax County Public Schools	790	MCLEAN HIGH	78,224.96
029	Fairfax County Public Schools	80	SHERMAN ELEM	72,127.36
029	Fairfax County Public Schools	800	NAVY ELEM	77,666.27
029	Fairfax County Public Schools	820	PINE SPRING ELEM	81,619.77

**Virginia Department of Education**

**Average Teacher Salaries by School for School Year 2019-2020**

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

To calculate each school's average salary, the salaries of each teacher who works in the school were summed and divided by the FTE total of all teachers (full-time and part-time) in the school.

Division	Name	School Number	School Name	Average 2019-2020 Salary
029	Fairfax County Public Schools	830	TIMBER LANE ELEM	74,795.41
029	Fairfax County Public Schools	850	WAKEFIELD FOREST ELEM	77,061.92
029	Fairfax County Public Schools	870	CRESTWOOD ELEM	78,742.59
029	Fairfax County Public Schools	890	LYNBROOK ELEM	76,577.53
029	Fairfax County Public Schools	90	LAKE BRADDOCK SECONDARY	82,776.02
029	Fairfax County Public Schools	900	WEST POTOMAC HIGH	79,552.62
029	Fairfax County Public Schools	930	NORTH SPRINGFIELD ELEM	81,144.26
029	Fairfax County Public Schools	940	BREN MAR PARK ELEM	72,543.70
029	Fairfax County Public Schools	950	ROSE HILL ELEM	71,550.79
029	Fairfax County Public Schools	960	SPRINGFIELD ESTATES ELEM	80,999.96
029	Fairfax County Public Schools	970	GLEN FOREST ELEM	73,388.89
029	Fairfax County Public Schools	980	KENT GARDENS ELEM	76,197.68
029	Fairfax County Public Schools	9996	DJJ OR SVCS BD SCHOOLS	98,195.95
030	Fauquier County Public Schools	10	MARSHALL MIDDLE	58,810.00
030	Fauquier County Public Schools	120	CLAUDE THOMPSON ELEM	57,246.00
030	Fauquier County Public Schools	20	MARY WALTER ELEM	54,904.00
030	Fauquier County Public Schools	450	GRACE MILLER ELEM	63,733.00
030	Fauquier County Public Schools	460	C. HUNTER RITCHIE ELEM	60,148.00
030	Fauquier County Public Schools	510	KETTLE RUN HIGH SCH	56,694.00
030	Fauquier County Public Schools	511	GREENVILLE ELEM	55,120.00
030	Fauquier County Public Schools	520	CEDAR LEE MIDDLE	67,659.00
030	Fauquier County Public Schools	530	MARGARET M. PIERCE ELEM	59,117.00
030	Fauquier County Public Schools	660	WARRENTON MIDDLE	55,250.00
030	Fauquier County Public Schools	670	W. C. TAYLOR MIDDLE	57,985.00
030	Fauquier County Public Schools	701	FAUQUIER HIGH	61,587.00
030	Fauquier County Public Schools	720	P.B. SMITH ELEM	59,543.00
030	Fauquier County Public Schools	730	C.M. BRADLEY ELEM	60,886.00
030	Fauquier County Public Schools	740	W.G. COLEMAN ELEM	56,807.00
030	Fauquier County Public Schools	750	H.M. PEARSON ELEM	54,643.00
030	Fauquier County Public Schools	851	LIBERTY HIGH	57,538.00
030	Fauquier County Public Schools	853	JAMES G. BRUMFIELD ELEM	58,004.00
030	Fauquier County Public Schools	854	AUBURN MIDDLE	57,165.00
031	Floyd County Public Schools	360	FLOYD ELEM	46,617.00
031	Floyd County Public Schools	500	WILLIS ELEM	48,072.00
031	Floyd County Public Schools	650	INDIAN VALLEY ELEM	46,187.00
031	Floyd County Public Schools	660	FLOYD COUNTY HIGH	47,613.00
031	Floyd County Public Schools	90	CHECK ELEM	46,030.00
032	Fluvanna County Public Schools	260	FLUVANNA COUNTY HIGH	54,535.89
032	Fluvanna County Public Schools	300	CARYSBROOK ELEM	54,786.01
032	Fluvanna County Public Schools	310	CENTRAL ELEM	54,342.07
032	Fluvanna County Public Schools	320	FLUVANNA MIDDLE	54,488.87
032	Fluvanna County Public Schools	330	WEST CENTRAL PRIMARY SCHOOL	61,843.94
033	Franklin County Public Schools	10	HENRY ELEM	44,315.75
033	Franklin County Public Schools	1170	SNOW CREEK ELEM	46,430.71
033	Franklin County Public Schools	1311	FRANKLIN COUNTY HIGH	44,838.90
033	Franklin County Public Schools	1320	BURNT CHIMNEY ELEM	48,179.09
033	Franklin County Public Schools	1360	FERRUM ELEM	44,617.77
033	Franklin County Public Schools	1370	BOONES MILL ELEM	46,580.26
033	Franklin County Public Schools	1380	ROCKY MOUNT ELEM	44,456.23
033	Franklin County Public Schools	1481	GEREAU CTR FOR APL TECH&CAREER EXPL	44,930.55
033	Franklin County Public Schools	20	DUDLEY ELEM	46,684.17
033	Franklin County Public Schools	31	BEN. FRANKLIN MIDDLE-WEST	45,003.13
033	Franklin County Public Schools	32	BEN. FRANKLIN MIDDLE-EAST	45,937.54
033	Franklin County Public Schools	350	CALLAWAY ELEM	45,470.36
033	Franklin County Public Schools	660	LEE M. WAID ELEM	44,246.58
033	Franklin County Public Schools	690	GLADE HILL ELEM	42,780.94
033	Franklin County Public Schools	960	SONTAG ELEM	43,987.30
033	Franklin County Public Schools	980	WINDY GAP ELEM	43,010.18
034	Frederick County Public Schools	10	APPLE PIE RIDGE ELEM	56,700.55
034	Frederick County Public Schools	20	BASS-HOOVER ELEM	54,943.59

**Virginia Department of Education**

**Average Teacher Salaries by School for School Year 2019-2020**

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

To calculate each school's average salary, the salaries of each teacher who works in the school were summed and divided by the FTE total of all teachers (full-time and part-time) in the school.

Division	Name	School Number	School Name	Average 2019-2020 Salary
034	Frederick County Public Schools	30	JAMES WOOD HIGH	58,569.87
034	Frederick County Public Schools	320	ARMEL ELEM	54,036.81
034	Frederick County Public Schools	340	MIDDLETOWN ELEM	55,380.26
034	Frederick County Public Schools	380	GAINESBORO ELEM	54,798.35
034	Frederick County Public Schools	40	INDIAN HOLLOW ELEM	53,096.98
034	Frederick County Public Schools	410	STONEWALL ELEM	53,667.84
034	Frederick County Public Schools	420	JAMES WOOD MIDDLE	57,177.09
034	Frederick County Public Schools	460	FREDERICK COUNTY MIDDLE	57,398.90
034	Frederick County Public Schools	480	ROBERT E. AYLOR MIDDLE	56,461.58
034	Frederick County Public Schools	581	SHERANDO HIGH	60,266.41
034	Frederick County Public Schools	582	REDBUD RUN ELEM	55,024.92
034	Frederick County Public Schools	583	ORCHARD VIEW ELEM	54,826.54
034	Frederick County Public Schools	584	MILLBROOK HIGH	56,747.29
034	Frederick County Public Schools	586	ADMIRAL RICHARD E. BYRD MIDDLE	56,561.10
034	Frederick County Public Schools	587	EVENDALE ELEM	55,472.72
034	Frederick County Public Schools	590	GREENWOOD MILL ELEM	56,921.80
035	Giles County Public Schools	10	EASTERN COMBINED	44,229.00
035	Giles County Public Schools	390	MACY MCCLAUGHERTY COMBINED	41,511.00
035	Giles County Public Schools	400	NARROWS ELEM/MID.	46,591.00
035	Giles County Public Schools	461	GILES HIGH	46,317.00
035	Giles County Public Schools	470	NARROWS HIGH	45,304.00
036	Gloucester County Public Schools	100	BOTETOURT ELEM	55,139.13
036	Gloucester County Public Schools	240	ACHILLES ELEM	53,745.76
036	Gloucester County Public Schools	250	ABINGDON ELEM	52,594.50
036	Gloucester County Public Schools	260	GLOUCESTER HIGH	54,155.50
036	Gloucester County Public Schools	270	PETSWORTH ELEM	52,987.36
036	Gloucester County Public Schools	280	PEASLEY MIDDLE	55,116.60
036	Gloucester County Public Schools	381	BETHEL ELEM	54,490.83
036	Gloucester County Public Schools	802	PAGE MIDDLE	52,092.74
037	Goochland County Public Schools	120	BYRD ELEM	52,309.67
037	Goochland County Public Schools	220	GOOCHLAND HIGH	51,959.62
037	Goochland County Public Schools	260	RANDOLPH ELEM	50,632.79
037	Goochland County Public Schools	340	GOOCHLAND MIDDLE	50,169.89
037	Goochland County Public Schools	360	GOOCHLAND ELEM	50,630.81
038	Grayson County Public Schools	11	INDEPENDENCE MIDDLE	47,176.34
038	Grayson County Public Schools	421	GRAYSON COUNTY HIGH	45,041.80
038	Grayson County Public Schools	422	INDEPENDENCE ELEM	42,374.79
038	Grayson County Public Schools	430	GRAYSON HIGHLANDS	42,108.11
038	Grayson County Public Schools	480	FAIRVIEW ELEM	45,721.42
038	Grayson County Public Schools	911	FRIES ELEMENTARY	41,984.44
039	Greene County Public Schools	10	NATHANAEL GREENE PRIMARY SCHOOL	51,069.35
039	Greene County Public Schools	20	NATHANAEL GREENE ELEM	52,041.75
039	Greene County Public Schools	30	RUCKERSVILLE ELEM	50,043.53
039	Greene County Public Schools	71	WILLIAM MONROE MIDDLE	50,472.84
039	Greene County Public Schools	72	WILLIAM MONROE HIGH	52,220.55
040	Greensville County Public Schools	190	EDWARD W WYATT MIDDLE	48,650.00
040	Greensville County Public Schools	200	GREENSVILLE COUNTY HIGH	48,850.19
040	Greensville County Public Schools	260	BELFIELD ELEM	45,996.91
040	Greensville County Public Schools	50	GREENSVILLE ELEM	51,346.73
041	Halifax County Public Schools	10	HALIFAX COUNTY HIGH	45,138.00
041	Halifax County Public Schools	1480	HALIFAX COUNTY MIDDLE	43,352.00
041	Halifax County Public Schools	1490	SYDNOR JENNINGS ELEM	44,964.00
041	Halifax County Public Schools	1510	SCOTTSBURG ELEM	44,646.00
041	Halifax County Public Schools	1521	SINAI ELEM	47,448.00
041	Halifax County Public Schools	1550	MEADVILLE ELEM	44,888.00
041	Halifax County Public Schools	1560	CLAYS MILL ELEM	47,676.00
041	Halifax County Public Schools	20	CLUSTER SPRINGS ELEM	46,730.00
041	Halifax County Public Schools	30	SOUTH BOSTON ELEM	45,587.00
041	Halifax County Public Schools	950	SOUTH BOSTON/HALIFAX EARLY LEARNING CTR	42,259.00
042	Hanover County Public Schools	150	HENRY CLAY ELEM	51,693.43

**Virginia Department of Education**

**Average Teacher Salaries by School for School Year 2019-2020**

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

To calculate each school's average salary, the salaries of each teacher who works in the school were summed and divided by the FTE total of all teachers (full-time and part-time) in the school.

Division	Name	School Number	School Name	Average 2019-2020 Salary
042	Hanover County Public Schools	162	JOHN M. GANDY ELEM	52,478.65
042	Hanover County Public Schools	20	BEAVERDAM ELEM	52,817.68
042	Hanover County Public Schools	200	KERSEY CREEK ELEM	52,164.64
042	Hanover County Public Schools	210	LAUREL MEADOW ELEM	52,832.20
042	Hanover County Public Schools	290	WASHINGTON-HENRY ELEM	54,029.31
042	Hanover County Public Schools	30	RURAL POINT ELEM	54,575.77
042	Hanover County Public Schools	360	BATTLEFIELD PARK ELEM	54,344.30
042	Hanover County Public Schools	370	LEE DAVIS HIGH	53,458.05
042	Hanover County Public Schools	40	SOUTH ANNA ELEM	52,706.19
042	Hanover County Public Schools	400	PATRICK HENRY HIGH	53,314.03
042	Hanover County Public Schools	410	PEARSON'S CORNER ELEM	51,452.32
042	Hanover County Public Schools	420	MECHANICSVILLE ELEM	52,923.70
042	Hanover County Public Schools	430	ELMONT ELEM	52,219.44
042	Hanover County Public Schools	440	STONEWALL JACKSON MIDDLE	51,509.48
042	Hanover County Public Schools	450	LIBERTY MIDDLE	51,461.29
042	Hanover County Public Schools	551	COOL SPRING ELEM	51,703.75
042	Hanover County Public Schools	552	POLE GREEN ELEM	53,831.45
042	Hanover County Public Schools	553	OAK KNOLL MIDDLE	52,024.64
042	Hanover County Public Schools	554	HANOVER HIGH	51,113.03
042	Hanover County Public Schools	61	CHICKAHOMINY MIDDLE	51,862.29
042	Hanover County Public Schools	62	ATLEE HIGH	53,015.96
042	Hanover County Public Schools	70	COLD HARBOR ELEM	53,037.17
043	Henrico County Public Schools	10	THREE CHOPT ELEM	52,659.00
043	Henrico County Public Schools	100	HUNGARY CREEK MIDDLE	54,945.00
043	Henrico County Public Schools	120	DONAHOE ELEM	52,608.00
043	Henrico County Public Schools	130	ROLFE MIDDLE	52,226.00
043	Henrico County Public Schools	140	GODWIN HIGH	55,634.00
043	Henrico County Public Schools	150	GAYTON ELEM	53,534.00
043	Henrico County Public Schools	160	DEEP RUN HIGH	54,410.00
043	Henrico County Public Schools	190	HIGHLAND SPRINGS HIGH	52,742.00
043	Henrico County Public Schools	20	GLEN ALLEN ELEM	52,250.00
043	Henrico County Public Schools	200	FAIR OAKS ELEM	48,788.00
043	Henrico County Public Schools	210	MONTROSE ELEM	50,266.00
043	Henrico County Public Schools	220	SANDSTON ELEM	52,520.00
043	Henrico County Public Schools	230	SPRINGFIELD PARK ELEM	56,395.00
043	Henrico County Public Schools	240	RIVERS EDGE ELEM	55,521.00
043	Henrico County Public Schools	250	L. DOUGLAS WILDER MIDDLE	52,876.00
043	Henrico County Public Schools	260	GREENWOOD ELEM	53,429.00
043	Henrico County Public Schools	270	NUCKOLS FARM ELEM	52,662.00
043	Henrico County Public Schools	280	POCAHONTAS MIDDLE	52,900.00
043	Henrico County Public Schools	290	VARINA ELEM	51,190.00
043	Henrico County Public Schools	300	ECHO LAKE ELEM	56,689.00
043	Henrico County Public Schools	310	TWIN HICKORY ELEM	53,043.00
043	Henrico County Public Schools	320	ARTHUR ASHE JR. ELEM	54,234.00
043	Henrico County Public Schools	330	WARD ELEM	51,378.00
043	Henrico County Public Schools	360	TUCKAHOE ELEM	53,706.00
043	Henrico County Public Schools	370	LAKESIDE ELEM	52,306.00
043	Henrico County Public Schools	380	GLEN LEA ELEM	51,308.00
043	Henrico County Public Schools	390	MOODY MIDDLE	54,065.00
043	Henrico County Public Schools	400	CRESTVIEW ELEM	54,759.00
043	Henrico County Public Schools	410	FREEMAN HIGH	54,042.00
043	Henrico County Public Schools	420	RATCLIFFE ELEM	51,876.00
043	Henrico County Public Schools	430	LABURNUM ELEM	50,587.00
043	Henrico County Public Schools	440	PEMBERTON ELEM	56,885.00
043	Henrico County Public Schools	450	MEHFOUD ELEM	53,759.00
043	Henrico County Public Schools	470	BAKER ELEM	50,537.00
043	Henrico County Public Schools	480	SKIPWITH ELEM	53,461.00
043	Henrico County Public Schools	490	TREVVETT ELEM	51,521.00
043	Henrico County Public Schools	50	LONGDALE ELEM	53,021.00
043	Henrico County Public Schools	500	BROOKLAND MIDDLE	53,016.00

**Virginia Department of Education**

**Average Teacher Salaries by School for School Year 2019-2020**

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

To calculate each school's average salary, the salaries of each teacher who works in the school were summed and divided by the FTE total of all teachers (full-time and part-time) in the school.

Division	Name	School Number	School Name	Average 2019-2020 Salary
043	Henrico County Public Schools	510	FAIRFIELD MIDDLE	52,126.00
043	Henrico County Public Schools	520	TUCKAHOE MIDDLE	53,612.00
043	Henrico County Public Schools	530	JOHNSON ELEM	50,753.00
043	Henrico County Public Schools	540	MAYBEURY ELEM	53,824.00
043	Henrico County Public Schools	550	SEVEN PINES ELEM	54,555.00
043	Henrico County Public Schools	570	PINCHBECK ELEM	52,731.00
043	Henrico County Public Schools	580	VARINA HIGH	51,639.00
043	Henrico County Public Schools	590	CHAMBERLAYNE ELEM	52,121.00
043	Henrico County Public Schools	60	SHORT PUMP ELEM	54,342.00
043	Henrico County Public Schools	600	TUCKER HIGH	55,400.00
043	Henrico County Public Schools	610	HENRICO HIGH	54,010.00
043	Henrico County Public Schools	620	DAVIS ELEM	52,542.00
043	Henrico County Public Schools	630	LONGAN ELEM	53,278.00
043	Henrico County Public Schools	640	HIGHLAND SPRINGS ELEM	55,548.00
043	Henrico County Public Schools	650	CARVER ELEM	53,775.00
043	Henrico County Public Schools	660	ADAMS ELEM	52,802.00
043	Henrico County Public Schools	670	HERMITAGE HIGH	53,734.00
043	Henrico County Public Schools	680	HOLLADAY ELEM	52,968.00
043	Henrico County Public Schools	690	QUIOCCASIN MIDDLE SCHOOL	53,101.00
043	Henrico County Public Schools	700	DUMBARTON ELEM	52,795.00
043	Henrico County Public Schools	710	SHADY GROVE ELEM	54,526.00
043	Henrico County Public Schools	80	SHORT PUMP MIDDLE	54,676.00
043	Henrico County Public Schools	82	KAECHELE ELEM	54,025.00
043	Henrico County Public Schools	90	RIDGE ELEM	52,896.00
043	Henrico County Public Schools	92	ELKO MIDDLE	51,323.00
043	Henrico County Public Schools	93	COLONIAL TRAIL ELEM	53,511.00
043	Henrico County Public Schools	94	HARVIE ELEM	51,907.00
043	Henrico County Public Schools	95	HOLMAN MIDDLE	55,251.00
043	Henrico County Public Schools	96	GLEN ALLEN HIGH	53,155.00
044	Henry County Public Schools	10	BASSETT HIGH	49,090.00
044	Henry County Public Schools	20	MAGNA VISTA HIGH	49,676.00
044	Henry County Public Schools	220	SANVILLE ELEM	51,887.00
044	Henry County Public Schools	361	AXTON ELEM	48,892.00
044	Henry County Public Schools	480	G.W. CARVER ELEM	48,069.00
044	Henry County Public Schools	530	DREWRY MASON ELEM	48,774.00
044	Henry County Public Schools	590	CAMPBELL COURT ELEM	50,058.00
044	Henry County Public Schools	620	FIELDALE-COLLINSVILLE MIDDLE	48,057.00
044	Henry County Public Schools	661	MEADOW VIEW ELEMENTARY	49,718.00
044	Henry County Public Schools	670	LAUREL PARK MIDDLE	47,669.00
044	Henry County Public Schools	740	RICH ACRES ELEM	48,269.00
044	Henry County Public Schools	760	STANLEYTOWN ELEM	49,772.00
044	Henry County Public Schools	872	MOUNT OLIVET ELEM	48,065.00
045	Highland County Public Schools	110	HIGHLAND ELEM	41,229.26
045	Highland County Public Schools	220	HIGHLAND HIGH	44,987.39
046	Isle of Wight County Public Schools	240	WINDSOR ELEM	53,774.00
046	Isle of Wight County Public Schools	250	WINDSOR HIGH	53,523.00
046	Isle of Wight County Public Schools	280	CARRSVILLE ELEM	56,443.00
046	Isle of Wight County Public Schools	320	HARDY ELEM	51,629.00
046	Isle of Wight County Public Schools	40	SMITHFIELD HIGH	53,637.00
046	Isle of Wight County Public Schools	421	CARROLLTON ELEM	53,382.00
046	Isle of Wight County Public Schools	422	GEORGIE D. TYLER MIDDLE	48,617.00
046	Isle of Wight County Public Schools	424	WESTSIDE ELEM	52,233.00
046	Isle of Wight County Public Schools	50	SMITHFIELD MIDDLE	54,376.00
048	King George County Public Schools	10	KING GEORGE MIDDLE	49,555.00
048	King George County Public Schools	100	KING GEORGE ELEM	55,205.00
048	King George County Public Schools	120	KING GEORGE HIGH	53,881.00
048	King George County Public Schools	221	SEALSTON ELEM	50,908.00
048	King George County Public Schools	50	POTOMAC ELEM	53,824.00
049	King and Queen County Public Schools	200	KING & QUEEN ELEM	47,594.15
049	King and Queen County Public Schools	280	CENTRAL HIGH	46,170.38

**Virginia Department of Education**

**Average Teacher Salaries by School for School Year 2019-2020**

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

To calculate each school's average salary, the salaries of each teacher who works in the school were summed and divided by the FTE total of all teachers (full-time and part-time) in the school.

Division	Name	School Number	School Name	Average 2019-2020 Salary
049	King and Queen County Public Schools	290	LAWSON-MARRIOTT ELEM	47,748.71
050	King William County Public Schools	130	KING WILLIAM HIGH	53,229.00
050	King William County Public Schools	160	HAMILTON HOLMES MIDDLE	51,016.00
050	King William County Public Schools	180	ACQUINTON ELEM	50,825.00
050	King William County Public Schools	190	COOL SPRING PRIMARY	51,269.00
051	Lancaster County Public Schools	10	LANCASTER HIGH	52,532.95
051	Lancaster County Public Schools	110	LANCASTER MIDDLE	47,969.43
051	Lancaster County Public Schools	210	LANCASTER PRIMARY	48,890.93
052	Lee County Public Schools	160	DRYDEN ELEM	45,542.54
052	Lee County Public Schools	200	ST. CHARLES ELEM	41,607.17
052	Lee County Public Schools	290	PENNINGTON MIDDLE	43,532.24
052	Lee County Public Schools	300	LEE HIGH	45,171.66
052	Lee County Public Schools	330	ELK KNOB ELEM	47,235.91
052	Lee County Public Schools	470	JONESVILLE MIDDLE	45,149.85
052	Lee County Public Schools	630	FLATWOODS ELEM	44,625.72
052	Lee County Public Schools	670	ROSE HILL ELEM	43,047.29
052	Lee County Public Schools	820	ELYDALE MIDDLE	41,884.77
052	Lee County Public Schools	880	THOMAS WALKER HIGH	42,764.18
053	Loudoun County Public Schools	10	SUGARLAND ELEM	73,082.89
053	Loudoun County Public Schools	1000	DISCOVERY ELEM	70,098.51
053	Loudoun County Public Schools	1030	MADISON'S TRUST ELEM	70,499.94
053	Loudoun County Public Schools	1040	TRAILSIDE MIDDLE	70,572.80
053	Loudoun County Public Schools	1050	RIVERSIDE HIGH	76,822.94
053	Loudoun County Public Schools	1060	ROCK RIDGE HIGH	73,576.02
053	Loudoun County Public Schools	111	HILLSBORO CHARTER ACADEMY	70,639.42
053	Loudoun County Public Schools	1110	INDEPENDENCE HIGH	72,653.23
053	Loudoun County Public Schools	1120	BRAMBLETON MIDDLE SCHOOL	71,064.81
053	Loudoun County Public Schools	1140	WAXPOOL ELEMENTARY	72,199.41
053	Loudoun County Public Schools	120	FREEDOM HIGH	70,842.01
053	Loudoun County Public Schools	1200	MIDDLEBURG COMMUNITY CHARTER	73,957.96
053	Loudoun County Public Schools	130	LUCKETTS ELEM	77,898.80
053	Loudoun County Public Schools	140	POTOMAC FALLS HIGH	76,188.58
053	Loudoun County Public Schools	150	ALGONKIAN ELEM	76,892.38
053	Loudoun County Public Schools	160	COOL SPRING ELEM	76,036.23
053	Loudoun County Public Schools	170	ASHBURN ELEM	76,685.07
053	Loudoun County Public Schools	180	ROUND HILL ELEM	84,275.72
053	Loudoun County Public Schools	190	EVERGREEN MILL ELEM	75,791.02
053	Loudoun County Public Schools	20	J. LUPTON SIMPSON MIDDLE	74,228.00
053	Loudoun County Public Schools	200	TUSCARORA HIGH	75,601.63
053	Loudoun County Public Schools	210	FARMWELL STATION MIDDLE	75,753.40
053	Loudoun County Public Schools	220	BALL'S BLUFF ELEM	76,291.95
053	Loudoun County Public Schools	230	HAMILTON ELEM	78,423.54
053	Loudoun County Public Schools	240	SANDERS CORNER ELEM	80,193.95
053	Loudoun County Public Schools	250	POTOWMACK ELEM	74,756.51
053	Loudoun County Public Schools	270	NEWTON-LEE ELEM	73,348.23
053	Loudoun County Public Schools	280	SYCOLIN CREEK ELEM	77,083.57
053	Loudoun County Public Schools	290	LINCOLN ELEM	82,876.35
053	Loudoun County Public Schools	30	SENECA RIDGE MIDDLE	75,196.63
053	Loudoun County Public Schools	300	BELMONT STATION ELEM	74,180.24
053	Loudoun County Public Schools	31	DOMINION HIGH	76,675.35
053	Loudoun County Public Schools	320	MERCER MIDDLE	72,892.86
053	Loudoun County Public Schools	340	PINEBROOK ELEM	72,504.07
053	Loudoun County Public Schools	350	STEUART W. WELLER ELEM	71,872.27
053	Loudoun County Public Schools	360	WILLARD INTERMEDIATE SCHOOL	69,939.63
053	Loudoun County Public Schools	370	JOHN CHAMPE HS	72,248.18
053	Loudoun County Public Schools	371	GOSHEN POST ELEMENTARY	68,633.78
053	Loudoun County Public Schools	380	MOOREFIELD STATION ELEM	73,082.88
053	Loudoun County Public Schools	40	ROLLING RIDGE ELEM	70,322.04
053	Loudoun County Public Schools	400	HILLSIDE ELEM	74,816.87
053	Loudoun County Public Schools	420	BRIAR WOODS HIGH	77,381.09

**Virginia Department of Education**

**Average Teacher Salaries by School for School Year 2019-2020**

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

To calculate each school's average salary, the salaries of each teacher who works in the school were summed and divided by the FTE total of all teachers (full-time and part-time) in the school.

Division	Name	School Number	School Name	Average 2019-2020 Salary
053	Loudoun County Public Schools	430	LEGACY ELEM	77,454.47
053	Loudoun County Public Schools	450	BUFFALO TRAIL ELEM	72,978.86
053	Loudoun County Public Schools	460	CARDINAL RIDGE ELEM	70,685.48
053	Loudoun County Public Schools	470	DOMINION TRAIL ELEM	75,510.82
053	Loudoun County Public Schools	500	LOWES ISLAND ELEM	70,986.43
053	Loudoun County Public Schools	510	ALDIE ELEM	79,260.31
053	Loudoun County Public Schools	520	HARPER PARK MIDDLE	78,802.66
053	Loudoun County Public Schools	530	FREDERICK DOUGLASS ELEM	72,450.42
053	Loudoun County Public Schools	540	CREIGHTON'S CORNER ELEM	72,853.89
053	Loudoun County Public Schools	550	ROSA LEE CARTER ELEM	72,530.12
053	Loudoun County Public Schools	560	LIBERTY ELEM	70,430.02
053	Loudoun County Public Schools	570	STONE HILL MIDDLE	74,048.18
053	Loudoun County Public Schools	580	J MICHAEL LUNSFORD MIDDLE	72,454.13
053	Loudoun County Public Schools	590	WOODGROVE HIGH	83,267.61
053	Loudoun County Public Schools	60	PARK VIEW HIGH	76,081.99
053	Loudoun County Public Schools	600	KENNETH W CULBERT ELEM	79,735.96
053	Loudoun County Public Schools	610	ARCOLA ELEM	76,006.92
053	Loudoun County Public Schools	650	BANNEKER ELEM	76,596.11
053	Loudoun County Public Schools	660	LOUDOUN COUNTY HIGH	80,388.88
053	Loudoun County Public Schools	680	LOUDOUN VALLEY HIGH	81,775.26
053	Loudoun County Public Schools	690	STERLING ELEM	67,911.25
053	Loudoun County Public Schools	70	MEADOWLAND ELEM	72,758.87
053	Loudoun County Public Schools	700	WATERFORD ELEM	80,481.88
053	Loudoun County Public Schools	710	CATOCTIN ELEM	77,514.77
053	Loudoun County Public Schools	720	GUILFORD ELEM	71,767.61
053	Loudoun County Public Schools	730	EMERICK ELEM	80,692.17
053	Loudoun County Public Schools	740	BROAD RUN HIGH	78,962.85
053	Loudoun County Public Schools	750	SULLY ELEM	70,455.72
053	Loudoun County Public Schools	760	STERLING MIDDLE	70,505.99
053	Loudoun County Public Schools	780	LOVETTSVILLE ELEM	80,015.29
053	Loudoun County Public Schools	790	BLUE RIDGE MIDDLE	82,511.88
053	Loudoun County Public Schools	80	LEESBURG ELEM	78,829.10
053	Loudoun County Public Schools	820	HORIZON ELEM	72,702.51
053	Loudoun County Public Schools	840	CEDAR LANE ELEM	75,107.33
053	Loudoun County Public Schools	850	STONE BRIDGE HIGH	76,407.96
053	Loudoun County Public Schools	860	LITTLE RIVER ELEM	72,080.53
053	Loudoun County Public Schools	870	SELDENS LANDING ELEM	75,514.03
053	Loudoun County Public Schools	880	EAGLE RIDGE MIDDLE	75,664.41
053	Loudoun County Public Schools	890	COUNTRYSIDE ELEM	71,435.16
053	Loudoun County Public Schools	90	SMART'S MILL MIDDLE	72,995.14
053	Loudoun County Public Schools	900	HERITAGE HIGH	78,534.24
053	Loudoun County Public Schools	91	FRANCES HAZEL REID ELEM	76,519.94
053	Loudoun County Public Schools	910	MILL RUN ELEM	77,167.48
053	Loudoun County Public Schools	921	HARMONY MIDDLE	80,472.93
053	Loudoun County Public Schools	930	RIVER BEND MIDDLE	71,656.12
053	Loudoun County Public Schools	940	BELMONT RIDGE MIDDLE	74,864.35
053	Loudoun County Public Schools	950	JOHN W. TOLBERT JR. ELEM	75,527.91
053	Loudoun County Public Schools	960	HUTCHISON FARM ELEM	74,308.83
053	Loudoun County Public Schools	970	FOREST GROVE ELEM	71,963.35
053	Loudoun County Public Schools	980	MOUNTAIN VIEW ELEM	80,675.68
054	Louisa County Public Schools	601	LOUISA COUNTY MIDDLE	55,020.00
054	Louisa County Public Schools	602	LOUISA COUNTY HIGH	56,294.00
054	Louisa County Public Schools	610	THOMAS JEFFERSON ELEM	54,957.00
054	Louisa County Public Schools	641	TREVILIANS ELEM	52,390.00
054	Louisa County Public Schools	660	JOUETT ELEM	53,033.00
054	Louisa County Public Schools	80	MOSS-NUCKOLS ELEM	52,031.00
055	Lunenburg County Public Schools	140	VICTORIA ELEM	47,798.10
055	Lunenburg County Public Schools	171	LUNENBURG MIDDLE	46,939.10
055	Lunenburg County Public Schools	240	KENBRIDGE ELEM	47,325.09
055	Lunenburg County Public Schools	560	CENTRAL HIGH	48,605.40

**Virginia Department of Education**

**Average Teacher Salaries by School for School Year 2019-2020**

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

To calculate each school's average salary, the salaries of each teacher who works in the school were summed and divided by the FTE total of all teachers (full-time and part-time) in the school.

Division	Name	School Number	School Name	Average 2019-2020 Salary
056	Madison County Public Schools	200	WAVERLY YOWELL ELEM	48,110.00
056	Madison County Public Schools	221	MADISON COUNTY HIGH	49,868.00
056	Madison County Public Schools	222	WILLIAM H. WETSEL MIDDLE	48,112.00
056	Madison County Public Schools	230	MADISON PRIMARY	49,610.00
057	Mathews County Public Schools	100	THOMAS HUNTER MIDDLE	51,783.64
057	Mathews County Public Schools	190	MATHEWS HIGH	52,739.69
057	Mathews County Public Schools	291	LEE-JACKSON ELEM	54,757.03
058	Mecklenburg County Public Schools	1000	CLARKSVILLE ELEM	51,154.00
058	Mecklenburg County Public Schools	1020	LACROSSE ELEM	49,415.00
058	Mecklenburg County Public Schools	190	SOUTH HILL ELEM	51,232.00
058	Mecklenburg County Public Schools	910	CHASE CITY ELEM	51,941.00
058	Mecklenburg County Public Schools	950	PARK VIEW MIDDLE	51,732.00
058	Mecklenburg County Public Schools	960	BLUESTONE MIDDLE	50,579.00
058	Mecklenburg County Public Schools	980	BLUESTONE HIGH	47,408.00
058	Mecklenburg County Public Schools	990	PARK VIEW HIGH	49,921.00
059	Middlesex County Public Schools	140	ST. CLARE WALKER MIDDLE	54,161.31
059	Middlesex County Public Schools	291	MIDDLESEX ELEM	51,305.77
059	Middlesex County Public Schools	90	MIDDLESEX HIGH	50,762.91
060	Montgomery County Public Schools	10	HARDING AVENUE ELEM	47,129.65
060	Montgomery County Public Schools	210	PRICES FORK ELEM	50,025.77
060	Montgomery County Public Schools	290	SHAWSVILLE MIDDLE	48,214.23
060	Montgomery County Public Schools	30	EASTERN MONTGOMERY ELEM	49,731.94
060	Montgomery County Public Schools	600	FALLING BRANCH ELEM	50,635.12
060	Montgomery County Public Schools	650	AUBURN HIGH	51,623.96
060	Montgomery County Public Schools	671	CHRISTIANSBURG MIDDLE	49,937.91
060	Montgomery County Public Schools	700	BELVIEW ELEM	49,127.92
060	Montgomery County Public Schools	710	BLACKSBURG MIDDLE	50,193.83
060	Montgomery County Public Schools	730	MARGARET BEEKS ELEM	48,792.31
060	Montgomery County Public Schools	740	CHRISTIANSBURG ELEM	48,215.05
060	Montgomery County Public Schools	750	GILBERT LINKOUS ELEM	48,747.37
060	Montgomery County Public Schools	760	BLACKSBURG HIGH	52,103.46
060	Montgomery County Public Schools	770	CHRISTIANSBURG HIGH	50,365.27
060	Montgomery County Public Schools	780	CHRISTIANSBURG PRIMARY	51,487.88
060	Montgomery County Public Schools	901	KIPPS ELEM	48,419.68
060	Montgomery County Public Schools	902	AUBURN ELEM	48,383.64
060	Montgomery County Public Schools	903	AUBURN MIDDLE	48,637.20
060	Montgomery County Public Schools	904	EASTERN MONTGOMERY HIGH	50,017.97
062	Nelson County Public Schools	10	ROCKFISH RIVER ELEM	51,750.00
062	Nelson County Public Schools	20	TYE RIVER ELEM	52,492.00
062	Nelson County Public Schools	710	NELSON COUNTY HIGH	55,696.00
062	Nelson County Public Schools	730	NELSON MIDDLE	54,572.00
063	New Kent County Public Schools	10	NEW KENT ELEM	51,484.00
063	New Kent County Public Schools	100	NEW KENT MIDDLE	52,988.00
063	New Kent County Public Schools	180	GEORGE W. WATKINS ELEM	52,749.00
063	New Kent County Public Schools	20	NEW KENT HIGH	53,940.00
065	Northampton County Public Schools	350	NORTHAMPTON HIGH	45,950.70
065	Northampton County Public Schools	360	NORTHAMPTON MIDDLE	41,685.50
065	Northampton County Public Schools	451	OCCOHANNOCK ELEM	42,240.68
065	Northampton County Public Schools	452	KIPTOPEKE ELEM	42,049.46
066	Northumberland County Public Schools	210	NORTHUMBERLAND MIDDLE	51,939.00
066	Northumberland County Public Schools	331	NORTHUMBERLAND ELEM	52,510.00
066	Northumberland County Public Schools	40	NORTHUMBERLAND HIGH	49,523.00
067	Nottoway County Public Schools	300	NOTTOWAY INTERMEDIATE	45,009.21
067	Nottoway County Public Schools	301	NOTTOWAY HIGH	48,312.33
067	Nottoway County Public Schools	302	NOTTOWAY MIDDLE	49,834.50
067	Nottoway County Public Schools	330	CREWE PRIMARY	50,431.59
067	Nottoway County Public Schools	340	BLACKSTONE PRIMARY	49,705.94
068	Orange County Public Schools	330	ORANGE CO. HIGH	50,711.00
068	Orange County Public Schools	340	PROSPECT HEIGHTS MIDDLE	51,952.00
068	Orange County Public Schools	350	UNIONVILLE ELEM	51,542.00

**Virginia Department of Education**

**Average Teacher Salaries by School for School Year 2019-2020**

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

To calculate each school's average salary, the salaries of each teacher who works in the school were summed and divided by the FTE total of all teachers (full-time and part-time) in the school.

Division	Name	School Number	School Name	Average 2019-2020 Salary
068	Orange County Public Schools	360	GORDON-BARBOUR ELEM	49,817.00
068	Orange County Public Schools	370	ORANGE ELEM	51,628.00
068	Orange County Public Schools	471	LOCUST GROVE MIDDLE	51,567.00
068	Orange County Public Schools	50	LOCUST GROVE ELEM	51,622.00
068	Orange County Public Schools	51	LOCUST GROVE PRIMARY SCHOOL	51,587.00
068	Orange County Public Schools	70	LIGHTFOOT ELEM	50,791.00
069	Page County Public Schools	110	LURAY HIGH	48,795.47
069	Page County Public Schools	210	STANLEY ELEM	46,983.00
069	Page County Public Schools	310	SHENANDOAH ELEM	47,442.21
069	Page County Public Schools	350	LURAY ELEM	47,934.73
069	Page County Public Schools	380	PAGE COUNTY HIGH	49,583.37
069	Page County Public Schools	390	PAGE COUNTY MIDDLE	47,556.38
069	Page County Public Schools	400	LURAY MIDDLE	48,049.06
069	Page County Public Schools	50	SPRINGFIELD ELEM	47,554.00
070	Patrick County Public Schools	150	MEADOWS OF DAN ELEM	40,797.00
070	Patrick County Public Schools	320	STUART ELEM	44,447.00
070	Patrick County Public Schools	350	HARDIN REYNOLDS ELEM	41,536.00
070	Patrick County Public Schools	440	BLUE RIDGE ELEM	42,764.00
070	Patrick County Public Schools	680	PATRICK SPRINGS ELEM	45,652.00
070	Patrick County Public Schools	700	PATRICK COUNTY HIGH	45,493.00
070	Patrick County Public Schools	80	WOOLWINE ELEM	44,189.00
071	Pittsylvania County Public Schools	1090	DAN RIVER MIDDLE	45,842.40
071	Pittsylvania County Public Schools	1130	TUNSTALL MIDDLE	47,830.78
071	Pittsylvania County Public Schools	1460	SOUTHSIDE ELEM	47,391.99
071	Pittsylvania County Public Schools	1660	CHATHAM MIDDLE	47,289.70
071	Pittsylvania County Public Schools	1680	DAN RIVER HIGH	47,201.05
071	Pittsylvania County Public Schools	1690	KENTUCKY ELEM	45,689.43
071	Pittsylvania County Public Schools	1700	GRETNA HIGH	49,024.65
071	Pittsylvania County Public Schools	1710	STONY MILL ELEM	45,419.71
071	Pittsylvania County Public Schools	1720	CHATHAM HIGH	47,924.27
071	Pittsylvania County Public Schools	1730	TUNSTALL HIGH	50,147.82
071	Pittsylvania County Public Schools	1740	UNION HALL ELEM	48,438.93
071	Pittsylvania County Public Schools	1750	MT. AIRY ELEM	46,385.67
071	Pittsylvania County Public Schools	1851	TWIN SPRINGS ELEM	49,012.97
071	Pittsylvania County Public Schools	1853	BROSVILLE ELEM	46,890.09
071	Pittsylvania County Public Schools	280	GRETNA ELEM	47,136.95
071	Pittsylvania County Public Schools	290	GRETNA MIDDLE	45,353.87
071	Pittsylvania County Public Schools	30	JOHN L. HURT ELEM	48,694.80
071	Pittsylvania County Public Schools	640	CHATHAM ELEM	46,369.88
072	Powhatan County Public Schools	11	POWHATAN HIGH	51,797.00
072	Powhatan County Public Schools	13	POWHATAN ELEM	51,158.00
072	Powhatan County Public Schools	130	POWHATAN MIDDLE	52,930.00
072	Powhatan County Public Schools	21	FLAT ROCK ELEM	52,740.00
072	Powhatan County Public Schools	231	POCAHONTAS ELEM	50,634.00
073	Prince Edward County Public Schools	10	PRINCE EDWARD ELEM	47,669.00
073	Prince Edward County Public Schools	20	PRINCE EDWARD MIDDLE	45,060.00
073	Prince Edward County Public Schools	400	PRINCE EDWARD COUNTY HIGH	46,351.00
074	Prince George County Public Schools	20	PRINCE GEORGE HIGH	56,530.00
074	Prince George County Public Schools	280	WILLIAM A. WALTON ELEM	57,076.00
074	Prince George County Public Schools	290	NORTH ELEM	61,240.00
074	Prince George County Public Schools	300	SOUTH ELEM	57,670.00
074	Prince George County Public Schools	310	L.L. BEAZLEY ELEM	57,890.00
074	Prince George County Public Schools	320	J.E.J. MOORE MIDDLE	59,340.00
074	Prince George County Public Schools	340	DAVID A. HARRISON ELEM	58,760.00
075	Prince William County Public Schools	1060	PATRIOT HIGH	69,308.64
075	Prince William County Public Schools	110	PINEY BRANCH ELEM	67,356.38
075	Prince William County Public Schools	120	ENTERPRISE ELEM	64,176.83
075	Prince William County Public Schools	130	JOHN F. PATTIE SR. ELEM	64,866.53
075	Prince William County Public Schools	140	POTOMAC HIGH	67,691.73
075	Prince William County Public Schools	150	THE NOKESVILLE SCHOOL	69,219.25

**Virginia Department of Education**

**Average Teacher Salaries by School for School Year 2019-2020**

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

To calculate each school's average salary, the salaries of each teacher who works in the school were summed and divided by the FTE total of all teachers (full-time and part-time) in the school.

Division	Name	School Number	School Name	Average 2019-2020 Salary
075	Prince William County Public Schools	160	MARTIN LUTHER KING JR. ELEM	63,065.05
075	Prince William County Public Schools	170	POTOMAC MIDDLE	67,584.92
075	Prince William County Public Schools	180	LAKE RIDGE ELEM	60,932.70
075	Prince William County Public Schools	190	WOODBINE PRE-SCHOOL CENTER	64,175.00
075	Prince William County Public Schools	20	SUDLEY ELEM	68,517.31
075	Prince William County Public Schools	200	ASHLAND ELEM	64,540.09
075	Prince William County Public Schools	220	J.W. ALVEY ELEM	68,903.21
075	Prince William County Public Schools	231	MARY G. PORTER TRADITIONAL	65,867.64
075	Prince William County Public Schools	240	MARY WILLIAMS ELEM	64,948.11
075	Prince William County Public Schools	250	HAYMARKET ELEM	67,177.00
075	Prince William County Public Schools	260	OCCOQUAN ELEM	65,012.56
075	Prince William County Public Schools	270	SUELLA G. ELLIS ELEM	60,534.39
075	Prince William County Public Schools	280	DUMFRIES ELEM	65,232.21
075	Prince William County Public Schools	290	BATTLEFIELD HIGH	69,352.19
075	Prince William County Public Schools	30	MINNEVILLE ELEM	65,752.14
075	Prince William County Public Schools	300	FREEDOM HIGH	70,994.98
075	Prince William County Public Schools	306	KYLE R. WILSON ELEMENTARY SCHOOL	62,104.83
075	Prince William County Public Schools	309	COVINGTON-HARPER ELEMENTARY SCHOOL	64,353.58
075	Prince William County Public Schools	310	RONALD WILSON REAGAN MIDDLE	65,850.99
075	Prince William County Public Schools	319	JOHN D. JENKINS ELEMENTARY	62,090.66
075	Prince William County Public Schools	320	SPRINGWOODS ELEM	67,013.39
075	Prince William County Public Schools	330	A. HENDERSON ELEM	62,074.18
075	Prince William County Public Schools	340	GLENKIRK ELEM	70,521.98
075	Prince William County Public Schools	350	YORKSHIRE ELEM	63,278.47
075	Prince William County Public Schools	360	SAMUEL L. GRAVELY JR. ELEM SCH	65,304.16
075	Prince William County Public Schools	370	FANNIE W. FITZGERALD ELEM	63,201.88
075	Prince William County Public Schools	380	HERBERT J. SAUNDERS MIDDLE	67,353.88
075	Prince William County Public Schools	390	VICTORY ELEM	64,108.07
075	Prince William County Public Schools	40	ROCKLEDGE ELEM	62,866.54
075	Prince William County Public Schools	430	TRIANGLE ELEM	66,768.50
075	Prince William County Public Schools	440	R. DEAN KILBY ELEM	60,808.84
075	Prince William County Public Schools	450	FEATHERSTONE ELEM	64,487.75
075	Prince William County Public Schools	460	LOCH LOMOND ELEM	65,102.17
075	Prince William County Public Schools	470	T CLAY WOOD ELEM	69,648.21
075	Prince William County Public Schools	480	STONEWALL MIDDLE	65,338.72
075	Prince William County Public Schools	490	E.H. MARSTELLER MIDDLE	73,256.21
075	Prince William County Public Schools	500	SIGNAL HILL ELEM	66,126.23
075	Prince William County Public Schools	501	PARKSIDE MIDDLE	65,186.69
075	Prince William County Public Schools	5010	CHARLES J COLGAN SR HIGH	66,898.24
075	Prince William County Public Schools	510	GRAHAM PARK MIDDLE	68,833.30
075	Prince William County Public Schools	520	FRED M. LYNN MIDDLE	61,349.74
075	Prince William County Public Schools	530	BRENTSVILLE DISTRICT HIGH	71,542.47
075	Prince William County Public Schools	540	WEST GATE ELEM	61,787.97
075	Prince William County Public Schools	550	POTOMAC VIEW ELEM	62,682.50
075	Prince William County Public Schools	560	WOODBIDGE MIDDLE	62,159.95
075	Prince William County Public Schools	570	MARUMSCO HILLS ELEM	65,994.04
075	Prince William County Public Schools	580	ELIZABETH VAUGHAN ELEM	66,373.69
075	Prince William County Public Schools	591	RIPPON MIDDLE	64,554.86
075	Prince William County Public Schools	60	WOODBIDGE HIGH	67,065.56
075	Prince William County Public Schools	600	BELMONT ELEM	59,036.18
075	Prince William County Public Schools	610	DALE CITY ELEM	65,334.69
075	Prince William County Public Schools	620	C.A. SINCLAIR ELEM	65,989.98
075	Prince William County Public Schools	630	GEORGE G. TYLER ELEM	70,724.00
075	Prince William County Public Schools	640	GEORGE M. HAMPTON MIDDLE	66,218.75
075	Prince William County Public Schools	660	COLES ELEM	67,146.34
075	Prince William County Public Schools	670	BEL AIR ELEM	66,399.54
075	Prince William County Public Schools	680	STONEWALL JACKSON HIGH	68,765.89
075	Prince William County Public Schools	690	GAR-FIELD HIGH	69,485.43
075	Prince William County Public Schools	70	KERRYDALE ELEM	67,562.40
075	Prince William County Public Schools	700	NEABSCO ELEM	62,543.88

**Virginia Department of Education**

**Average Teacher Salaries by School for School Year 2019-2020**

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

To calculate each school's average salary, the salaries of each teacher who works in the school were summed and divided by the FTE total of all teachers (full-time and part-time) in the school.

Division	Name	School Number	School Name	Average 2019-2020 Salary
075	Prince William County Public Schools	710	C.D. HYLTON HIGH	71,583.34
075	Prince William County Public Schools	720	LAKE RIDGE MIDDLE	63,768.52
075	Prince William County Public Schools	730	SHARON C. MCAULIFFE ELEM	62,758.87
075	Prince William County Public Schools	740	WESTRIDGE ELEM	65,404.60
075	Prince William County Public Schools	750	RIVER OAKS ELEM	65,853.15
075	Prince William County Public Schools	760	ANTIETAM ELEM	65,334.32
075	Prince William County Public Schools	770	GEORGE P. MULLEN ELEM	66,411.95
075	Prince William County Public Schools	780	STUART M. BEVILLE MIDDLE	70,774.95
075	Prince William County Public Schools	790	THURGOOD MARSHALL ELEM	60,369.05
075	Prince William County Public Schools	80	OSBOURN PARK HIGH	69,358.29
075	Prince William County Public Schools	800	MONTCLAIR ELEM	61,016.90
075	Prince William County Public Schools	810	MOUNTAIN VIEW ELEM	71,945.74
075	Prince William County Public Schools	820	OLD BRIDGE ELEM	72,370.67
075	Prince William County Public Schools	830	LEESYLVANIA ELEM	61,635.84
075	Prince William County Public Schools	840	BENNETT ELEM	66,411.41
075	Prince William County Public Schools	850	SONNIE PENN ELEM	68,437.85
075	Prince William County Public Schools	860	BRISTOW RUN ELEM	72,791.12
075	Prince William County Public Schools	870	FOREST PARK HIGH	70,097.94
075	Prince William County Public Schools	880	LOUISE A. BENTON MIDDLE	69,629.48
075	Prince William County Public Schools	890	SWANS CREEK ELEM	64,712.80
075	Prince William County Public Schools	900	CEDAR POINT ELEM	73,324.38
075	Prince William County Public Schools	910	PACE WEST	69,163.88
075	Prince William County Public Schools	920	BULL RUN MIDDLE	71,339.56
075	Prince William County Public Schools	941	ROSA PARKS ELEM	66,949.09
075	Prince William County Public Schools	945	PENNINGTON	69,057.25
075	Prince William County Public Schools	950	BUCKLAND MILLS ELEM	68,651.90
075	Prince William County Public Schools	960	GAINESVILLE MIDDLE	69,589.80
075	Prince William County Public Schools	970	CHRIS YUNG ELEM	63,483.27
077	Pulaski County Public Schools	10	PULASKI COUNTY SR. HIGH	46,210.00
077	Pulaski County Public Schools	20	CRITZER ELEM	45,516.00
077	Pulaski County Public Schools	230	PULASKI ELEM	44,816.00
077	Pulaski County Public Schools	430	SNOWVILLE ELEM	48,257.00
077	Pulaski County Public Schools	460	PULASKI MIDDLE	43,761.00
077	Pulaski County Public Schools	500	RIVERLAWN ELEM	45,342.00
077	Pulaski County Public Schools	530	DUBLIN MIDDLE	45,603.00
077	Pulaski County Public Schools	540	DUBLIN ELEM	50,376.00
078	Rappahannock County Public Schools	230	RAPPAHANNOCK CO. HIGH	56,482.00
078	Rappahannock County Public Schools	240	RAPPAHANNOCK COUNTY ELEM	54,402.00
079	Richmond County Public Schools	20	RICHMOND COUNTY ELEM	47,479.00
079	Richmond County Public Schools	210	RAPPAHANNOCK HIGH	51,681.00
080	Roanoke County Public Schools	10	HIDDEN VALLEY MIDDLE	51,769.53
080	Roanoke County Public Schools	180	BURLINGTON ELEM	49,189.71
080	Roanoke County Public Schools	232	WILLIAM BYRD MIDDLE	50,762.83
080	Roanoke County Public Schools	290	MT. PLEASANT ELEM	50,889.70
080	Roanoke County Public Schools	330	CLEARBROOK ELEM	49,123.13
080	Roanoke County Public Schools	40	FORT LEWIS ELEM	49,088.82
080	Roanoke County Public Schools	420	BACK CREEK ELEM	49,171.09
080	Roanoke County Public Schools	470	CAVE SPRING HIGH	51,128.94
080	Roanoke County Public Schools	480	OAK GROVE ELEM	50,041.37
080	Roanoke County Public Schools	490	GLENVAR ELEM	50,270.48
080	Roanoke County Public Schools	50	PENN FOREST ELEM	51,259.01
080	Roanoke County Public Schools	500	MOUNTAIN VIEW ELEM	51,943.80
080	Roanoke County Public Schools	520	NORTHSIDE HIGH	49,347.94
080	Roanoke County Public Schools	530	MASON'S COVE ELEM	51,155.98
080	Roanoke County Public Schools	540	HERMAN L. HORN ELEM	48,486.97
080	Roanoke County Public Schools	560	CAVE SPRING ELEM	50,174.75
080	Roanoke County Public Schools	60	W.E. CUNDIFF ELEM	46,942.81
080	Roanoke County Public Schools	600	GREEN VALLEY ELEM	49,893.41
080	Roanoke County Public Schools	610	GLENVAR HIGH	49,984.58
080	Roanoke County Public Schools	620	CAVE SPRING MIDDLE	50,170.59

**Virginia Department of Education**

**Average Teacher Salaries by School for School Year 2019-2020**

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

To calculate each school's average salary, the salaries of each teacher who works in the school were summed and divided by the FTE total of all teachers (full-time and part-time) in the school.

Division	Name	School Number	School Name	Average 2019-2020 Salary
080	Roanoke County Public Schools	630	WILLIAM BYRD HIGH	50,030.62
080	Roanoke County Public Schools	640	NORTHSIDE MIDDLE	48,713.71
080	Roanoke County Public Schools	650	GLEN COVE ELEM	49,423.71
080	Roanoke County Public Schools	751	GLENVAR MIDDLE	50,398.13
080	Roanoke County Public Schools	752	BONSACK ELEM	51,377.70
080	Roanoke County Public Schools	754	HIDDEN VALLEY HIGH	51,917.72
081	Rockbridge County Public Schools	150	FAIRFIELD ELEM	48,851.00
081	Rockbridge County Public Schools	22	ROCKBRIDGE COUNTY HIGH	48,327.00
081	Rockbridge County Public Schools	340	MOUNTAIN VIEW ELEM	48,767.00
081	Rockbridge County Public Schools	641	NATURAL BRIDGE ELEM	47,427.00
081	Rockbridge County Public Schools	650	CENTRAL ELEM	49,016.00
081	Rockbridge County Public Schools	678	MAURY RIVER MIDDLE	47,723.00
082	Rockingham County Public Schools	10	PLAINS ELEM	50,343.28
082	Rockingham County Public Schools	1071	JOHN C. MYERS ELEM	50,059.74
082	Rockingham County Public Schools	1073	PEAK VIEW ELEM	50,251.29
082	Rockingham County Public Schools	20	SPOTSWOOD HIGH	49,929.69
082	Rockingham County Public Schools	360	LINVILLE-EDOM ELEM	49,693.71
082	Rockingham County Public Schools	390	RIVER BEND ELEM	50,712.85
082	Rockingham County Public Schools	391	EAST ROCKINGHAM HIGH	51,781.37
082	Rockingham County Public Schools	400	ELKTON ELEM	50,404.80
082	Rockingham County Public Schools	500	LACEY SPRING ELEM	50,548.19
082	Rockingham County Public Schools	520	MOUNTAIN VIEW ELEM	50,010.28
082	Rockingham County Public Schools	600	MCGAHEYSVILLE ELEM	52,121.80
082	Rockingham County Public Schools	830	SOUTH RIVER ELEM	52,391.96
082	Rockingham County Public Schools	850	TURNER ASHBY HIGH	52,274.70
082	Rockingham County Public Schools	860	MONTEVIDEO MIDDLE	50,413.34
082	Rockingham County Public Schools	861	CUB RUN ELEM	49,816.82
082	Rockingham County Public Schools	870	BROADWAY HIGH	51,794.88
082	Rockingham County Public Schools	890	WILBUR S. PENCE MIDDLE	51,007.23
082	Rockingham County Public Schools	900	ELKTON MIDDLE	50,568.68
082	Rockingham County Public Schools	920	OTTOBINE ELEM	51,743.60
082	Rockingham County Public Schools	940	FULKS RUN ELEM	53,492.67
082	Rockingham County Public Schools	950	PLEASANT VALLEY ELEM	53,500.63
082	Rockingham County Public Schools	960	J. FRANK HILLYARD MIDDLE	50,581.69
082	Rockingham County Public Schools	970	JOHN W. WAYLAND ELEM	49,668.13
083	Russell County Public Schools	140	LEBANON HIGH	45,715.76
083	Russell County Public Schools	390	LEBANON PRIMARY	44,099.28
083	Russell County Public Schools	410	LEBANON ELEM	41,365.92
083	Russell County Public Schools	540	HONAKER HIGH	45,322.57
083	Russell County Public Schools	580	BELFAST ELEM	43,949.66
083	Russell County Public Schools	710	SWORDS CREEK ELEM	41,284.83
083	Russell County Public Schools	791	CASTLEWOOD HIGH	43,156.78
083	Russell County Public Schools	792	CASTLEWOOD ELEM	40,901.06
083	Russell County Public Schools	820	COPPER CREEK ELEM	40,803.80
083	Russell County Public Schools	890	HONAKER ELEM	44,627.27
083	Russell County Public Schools	902	LEBANON MIDDLE	42,960.56
084	Scott County Public Schools	102	FORT BLACKMORE PRIMARY	41,515.00
084	Scott County Public Schools	20	RYE COVE INTERMEDIATE	46,375.00
084	Scott County Public Schools	220	NICKELSVILLE ELEM	44,195.00
084	Scott County Public Schools	260	RYE COVE HIGH	49,035.00
084	Scott County Public Schools	42	DUNGANNON INTERMEDIATE	43,430.00
084	Scott County Public Schools	641	SHOEMAKER ELEM	45,520.00
084	Scott County Public Schools	670	HILTON ELEM	45,770.00
084	Scott County Public Schools	740	WEBER CITY ELEM	42,900.00
084	Scott County Public Schools	750	DUFFIELD-PATTONSVILLE PRIMARY	44,400.00
084	Scott County Public Schools	770	GATE CITY HIGH	47,735.00
084	Scott County Public Schools	771	GATE CITY MIDDLE	47,360.00
084	Scott County Public Schools	780	TWIN SPRINGS HIGH	48,980.00
084	Scott County Public Schools	790	YUMA ELEM	42,840.00
085	Shenandoah County Public Schools	20	W.W. ROBINSON ELEM	51,378.00

**Virginia Department of Education**

**Average Teacher Salaries by School for School Year 2019-2020**

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

To calculate each school's average salary, the salaries of each teacher who works in the school were summed and divided by the FTE total of all teachers (full-time and part-time) in the school.

Division	Name	School Number	School Name	Average 2019-2020 Salary
085	Shenandoah County Public Schools	30	PETER MUHLENBERG MIDDLE	50,872.00
085	Shenandoah County Public Schools	40	NORTH FORK MIDDLE	51,869.00
085	Shenandoah County Public Schools	50	SIGNAL KNOB MIDDLE	50,894.00
085	Shenandoah County Public Schools	770	STRASBURG HIGH	49,959.00
085	Shenandoah County Public Schools	780	CENTRAL HIGH	50,635.00
085	Shenandoah County Public Schools	790	STONEWALL JACKSON HIGH	53,305.00
085	Shenandoah County Public Schools	810	SANDY HOOK ELEM	52,410.00
085	Shenandoah County Public Schools	820	ASHBY LEE ELEM	50,646.00
086	Smyth County Public Schools	120	NORTHWOOD MIDDLE	51,460.00
086	Smyth County Public Schools	250	NORTHWOOD HIGH	45,910.00
086	Smyth County Public Schools	290	ATKINS ELEM	47,636.00
086	Smyth County Public Schools	460	CHILHOWIE HIGH	47,584.00
086	Smyth County Public Schools	555	SUGAR GROVE ELEM	44,900.00
086	Smyth County Public Schools	680	MARION MIDDLE	44,302.00
086	Smyth County Public Schools	690	OAK POINT ELEM	45,355.00
086	Smyth County Public Schools	700	MARION SENIOR HIGH	42,471.00
086	Smyth County Public Schools	710	MARION ELEM	46,085.00
086	Smyth County Public Schools	720	RICH VALLEY ELEM	51,135.00
086	Smyth County Public Schools	730	CHILHOWIE ELEM	44,837.00
086	Smyth County Public Schools	740	SALTVILLE ELEM	47,434.00
086	Smyth County Public Schools	851	CHILHOWIE MIDDLE	44,234.00
087	Southampton County Public Schools	10	NOTTOWAY ELEM	45,665.00
087	Southampton County Public Schools	20	MEHERRIN ELEM	48,414.00
087	Southampton County Public Schools	690	SOUTHAMPTON HIGH	49,387.00
087	Southampton County Public Schools	700	SOUTHAMPTON MIDDLE	48,607.00
087	Southampton County Public Schools	710	CAPRON ELEM	49,095.00
087	Southampton County Public Schools	780	RIVERDALE ELEM	48,029.00
088	Spotsylvania County Public Schools	10	BATTLEFIELD ELEM	56,091.87
088	Spotsylvania County Public Schools	130	ROBERT E. LEE ELEM	55,364.19
088	Spotsylvania County Public Schools	20	COURTLAND HIGH	56,584.14
088	Spotsylvania County Public Schools	22	COURTLAND ELEM	57,889.29
088	Spotsylvania County Public Schools	220	POST OAK MIDDLE	54,416.82
088	Spotsylvania County Public Schools	30	LEE HILL ELEM	55,014.02
088	Spotsylvania County Public Schools	330	SPOTSYLVANIA MIDDLE	57,195.85
088	Spotsylvania County Public Schools	340	BERKELEY ELEM	56,185.44
088	Spotsylvania County Public Schools	350	LIVINGSTON ELEM	54,353.70
088	Spotsylvania County Public Schools	360	SPOTSWOOD ELEM	53,417.47
088	Spotsylvania County Public Schools	370	SPOTSYLVANIA HIGH	58,405.57
088	Spotsylvania County Public Schools	381	CHANCELLOR HIGH	56,041.09
088	Spotsylvania County Public Schools	382	CHANCELLOR MIDDLE	54,290.72
088	Spotsylvania County Public Schools	390	SMITH STATION ELEM	55,688.16
088	Spotsylvania County Public Schools	40	CHANCELLOR ELEM	55,328.04
088	Spotsylvania County Public Schools	400	BROCK ROAD ELEM	56,865.76
088	Spotsylvania County Public Schools	50	BATTLEFIELD MIDDLE	54,043.91
088	Spotsylvania County Public Schools	501	COURTHOUSE RD ELEM	51,251.33
088	Spotsylvania County Public Schools	502	THORNBURG MIDDLE	53,984.23
088	Spotsylvania County Public Schools	503	RIVERVIEW ELEM	54,215.77
088	Spotsylvania County Public Schools	504	WILDERNESS ELEM	59,028.66
088	Spotsylvania County Public Schools	505	NI RIVER MIDDLE	55,199.10
088	Spotsylvania County Public Schools	506	MASSAPONAX HIGH	55,642.69
088	Spotsylvania County Public Schools	507	HARRISON ROAD ELEM	52,612.45
088	Spotsylvania County Public Schools	508	PARKSIDE ELEM	54,622.92
088	Spotsylvania County Public Schools	509	FREEDOM MIDDLE	55,004.47
088	Spotsylvania County Public Schools	510	RIVERBEND HIGH	55,352.73
088	Spotsylvania County Public Schools	511	CEDAR FOREST ELEM	53,908.00
088	Spotsylvania County Public Schools	60	SALEM ELEM	52,012.98
089	Stafford County Public Schools	10	EDWARD E. DREW JR. MIDDLE	55,329.47
089	Stafford County Public Schools	111	STAFFORD ELEM	55,688.09
089	Stafford County Public Schools	112	STAFFORD MIDDLE	55,815.01
089	Stafford County Public Schools	162	T. BENTON GAYLE MIDDLE	56,908.13

**Virginia Department of Education**

**Average Teacher Salaries by School for School Year 2019-2020**

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

To calculate each school's average salary, the salaries of each teacher who works in the school were summed and divided by the FTE total of all teachers (full-time and part-time) in the school.

Division	Name	School Number	School Name	Average 2019-2020 Salary
089	Stafford County Public Schools	20	STAFFORD SR. HIGH	61,206.23
089	Stafford County Public Schools	230	FERRY FARM ELEM	58,709.02
089	Stafford County Public Schools	250	HARTWOOD ELEM	56,685.16
089	Stafford County Public Schools	260	ANNE E. MONCURE ELEM	56,655.22
089	Stafford County Public Schools	270	GRAFTON VILLAGE ELEM	59,033.70
089	Stafford County Public Schools	280	FALMOUTH ELEM	55,295.11
089	Stafford County Public Schools	30	NORTH STAFFORD HIGH	57,044.06
089	Stafford County Public Schools	300	PARK RIDGE ELEM	55,262.23
089	Stafford County Public Schools	320	HAMPTON OAKS ELEM	53,945.36
089	Stafford County Public Schools	40	ANDREW G. WRIGHT MIDDLE	58,512.53
089	Stafford County Public Schools	41	GARRISONVILLE ELEM	59,539.54
089	Stafford County Public Schools	421	BROOKE POINT HIGH	57,471.34
089	Stafford County Public Schools	422	H.H. POOLE MIDDLE	56,329.52
089	Stafford County Public Schools	423	WINDING CREEK ELEM	54,571.06
089	Stafford County Public Schools	424	COLONIAL FORGE HIGH	58,792.53
089	Stafford County Public Schools	425	ROCKY RUN ELEM	55,795.14
089	Stafford County Public Schools	426	RODNEY E. THOMPSON MIDDLE	57,448.63
089	Stafford County Public Schools	427	KATE WALLER BARRETT ELEM	53,456.41
089	Stafford County Public Schools	429	MARGARET BRENT ELEM	53,919.86
089	Stafford County Public Schools	430	MOUNTAIN VIEW HIGH	56,409.73
089	Stafford County Public Schools	431	CONWAY ELEM	55,435.10
089	Stafford County Public Schools	432	DONALD B. DIXON-LYLE R. SMITH MIDDLE	59,698.57
089	Stafford County Public Schools	433	ANTHONY BURNS ELEM	51,114.75
089	Stafford County Public Schools	440	SHIRLEY C. HEIM MIDDLE	54,434.01
089	Stafford County Public Schools	50	WIDEWATER ELEM	54,661.20
089	Stafford County Public Schools	60	ROCKHILL ELEM	56,623.52
089	Stafford County Public Schools	920	RIISING STAR EARLY CHILDHOOD EDUCATION CENTER A	58,341.02
089	Stafford County Public Schools	992	NORTH STAR EARLY CHILDHOOD EDUCATION CENTER	54,791.12
090	Surry County Public Schools	10	SURRY COUNTY HIGH	55,894.00
090	Surry County Public Schools	20	SURRY ELEM	52,813.00
090	Surry County Public Schools	30	LUTHER P. JACKSON MIDDLE	53,328.00
091	Sussex County Public Schools	340	SUSSEX CENTRAL HIGH	51,279.00
091	Sussex County Public Schools	482	SUSSEX CENTRAL MIDDLE	50,322.00
091	Sussex County Public Schools	483	SUSSEX CENTRAL ELEM	49,655.00
092	Tazewell County Public Schools	10	GRAHAM MIDDLE	44,093.69
092	Tazewell County Public Schools	100	TAZEWELL MIDDLE	46,976.28
092	Tazewell County Public Schools	1020	ABBS VALLEY-BOISSEVAIN ELEM	39,161.45
092	Tazewell County Public Schools	1030	TAZEWELL PRIMARY	47,075.27
092	Tazewell County Public Schools	450	TAZEWELL INTERMEDIATE	45,374.95
092	Tazewell County Public Schools	750	DUDLEY PRIMARY	47,411.11
092	Tazewell County Public Schools	821	RICHLANDS HIGH	50,096.49
092	Tazewell County Public Schools	822	RICHLANDS ELEM	47,162.30
092	Tazewell County Public Schools	823	RICHLANDS MIDDLE	48,701.05
092	Tazewell County Public Schools	830	CEDAR BLUFF ELEM	46,284.04
092	Tazewell County Public Schools	890	TAZEWELL HIGH	45,128.76
092	Tazewell County Public Schools	940	GRAHAM HIGH	46,146.24
092	Tazewell County Public Schools	960	GRAHAM INTERMEDIATE	50,826.00
093	Warren County Public Schools	140	E. WILSON MORRISON ELEM	49,470.36
093	Warren County Public Schools	20	LESLIE FOX KEYSER ELEM	49,658.72
093	Warren County Public Schools	230	WARREN COUNTY HIGH	52,476.24
093	Warren County Public Schools	240	RESSIE JEFFRIES ELEM	50,641.04
093	Warren County Public Schools	250	SKYLINE HIGH	52,202.51
093	Warren County Public Schools	260	SKYLINE MIDDLE SCHOOL	49,353.55
093	Warren County Public Schools	280	WARREN COUNTY MIDDLE SCHOOL	50,203.57
093	Warren County Public Schools	371	HILDA J. BARBOUR ELEM	50,943.36
093	Warren County Public Schools	90	A.S. RHODES ELEM	47,920.40
094	Washington County Public Schools	1020	VALLEY INSTITUTE ELEM	46,094.00
094	Washington County Public Schools	1030	ABINGDON HIGH	46,193.00
094	Washington County Public Schools	1040	JOHN S. BATTLE HIGH	47,867.00
094	Washington County Public Schools	1050	PATRICK HENRY HIGH	49,342.00

**Virginia Department of Education**

**Average Teacher Salaries by School for School Year 2019-2020**

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

To calculate each school's average salary, the salaries of each teacher who works in the school were summed and divided by the FTE total of all teachers (full-time and part-time) in the school.

Division	Name	School Number	School Name	Average 2019-2020 Salary
094	Washington County Public Schools	1060	HOLSTON HIGH	44,790.00
094	Washington County Public Schools	1070	HIGH POINT ELEM	44,749.00
094	Washington County Public Schools	1080	ABINGDON ELEM	45,684.00
094	Washington County Public Schools	1090	GLADE SPRING MIDDLE	46,610.00
094	Washington County Public Schools	1110	E.B. STANLEY MIDDLE	47,320.00
094	Washington County Public Schools	20	MEADOWVIEW ELEM	44,163.00
094	Washington County Public Schools	260	GREENDALE ELEM	45,051.00
094	Washington County Public Schools	40	DAMASCUS MIDDLE	46,690.00
094	Washington County Public Schools	50	RHEA VALLEY ELEM	47,575.00
094	Washington County Public Schools	620	WALLACE MIDDLE	45,920.00
094	Washington County Public Schools	70	WATAUGA ELEM	46,463.00
095	Westmoreland County Public Schools	120	WASHINGTON & LEE HIGH	50,650.00
095	Westmoreland County Public Schools	210	COPELE ELEM	53,184.00
095	Westmoreland County Public Schools	300	MONTROSS MIDDLE	49,409.00
095	Westmoreland County Public Schools	310	WASHINGTON DISTRICT ELEM	49,377.00
096	Wise County Public Schools	1000	CENTRAL HIGH	47,229.15
096	Wise County Public Schools	1010	UNION HIGH	48,499.40
096	Wise County Public Schools	1012	UNION PRIMARY SCHOOL	47,962.52
096	Wise County Public Schools	1013	UNION MIDDLE	48,482.17
096	Wise County Public Schools	1020	WISE PRIMARY	46,786.12
096	Wise County Public Schools	320	L.F. ADDINGTON MIDDLE	46,090.28
096	Wise County Public Schools	651	COEBURN MIDDLE	46,959.22
096	Wise County Public Schools	652	EASTSIDE HIGH	52,230.49
096	Wise County Public Schools	653	COEBURN PRIMARY	47,266.16
096	Wise County Public Schools	73	J.W. ADAMS COMBINED	45,815.37
096	Wise County Public Schools	871	ST. PAUL ELEM	43,672.07
097	Wythe County Public Schools	100	MAX MEADOWS ELEM	46,757.88
097	Wythe County Public Schools	1073	FORT CHISWELL MIDDLE	44,302.07
097	Wythe County Public Schools	1074	RURAL RETREAT MIDDLE	43,722.25
097	Wythe County Public Schools	1075	SCOTT MEMORIAL MIDDLE	46,833.54
097	Wythe County Public Schools	190	SPILLER ELEM	45,993.97
097	Wythe County Public Schools	201	RURAL RETREAT ELEM	45,211.03
097	Wythe County Public Schools	202	RURAL RETREAT HIGH	47,997.22
097	Wythe County Public Schools	440	SPEEDWELL ELEM	39,751.77
097	Wythe County Public Schools	721	GEORGE WYTHE HIGH	47,466.89
097	Wythe County Public Schools	730	JACKSON MEMORIAL ELEM	44,462.00
097	Wythe County Public Schools	740	SHEFFEY ELEM	44,961.69
097	Wythe County Public Schools	760	FORT CHISWELL HIGH	47,997.23
098	York County Public Schools	10	MAGRUDER ELEM	56,567.61
098	York County Public Schools	140	GRAFTON BETHEL ELEM	54,559.27
098	York County Public Schools	160	DARE ELEM	54,745.37
098	York County Public Schools	170	SEAFORD ELEM	55,400.97
098	York County Public Schools	180	BETHEL MANOR ELEM	52,610.35
098	York County Public Schools	190	TABB MIDDLE	54,754.47
098	York County Public Schools	20	BRUTON HIGH	53,056.09
098	York County Public Schools	200	QUEENS LAKE MIDDLE	54,158.91
098	York County Public Schools	210	YORKTOWN ELEM	53,529.13
098	York County Public Schools	220	WALLER MILL ELEM	51,240.08
098	York County Public Schools	230	TABB HIGH	54,128.84
098	York County Public Schools	30	YORK HIGH	54,507.48
098	York County Public Schools	332	GRAFTON HIGH	54,689.59
098	York County Public Schools	333	GRAFTON MIDDLE	53,936.85
098	York County Public Schools	335	YORK RIVER ACADEMY	53,169.44
098	York County Public Schools	50	TABB ELEM	54,322.52
098	York County Public Schools	60	YORKTOWN MIDDLE	52,886.87
098	York County Public Schools	80	MT. VERNON ELEM	52,914.39
098	York County Public Schools	90	COVENTRY ELEM	53,950.76
101	Alexandria City Public Schools	100	GEORGE MASON ELEM	78,527.77
101	Alexandria City Public Schools	110	DOUGLAS MACARTHUR ELEM	77,483.31
101	Alexandria City Public Schools	120	CHARLES BARRETT ELEM	75,177.45

**Virginia Department of Education**

**Average Teacher Salaries by School for School Year 2019-2020**

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

To calculate each school's average salary, the salaries of each teacher who works in the school were summed and divided by the FTE total of all teachers (full-time and part-time) in the school.

Division	Name	School Number	School Name	Average 2019-2020 Salary
101	Alexandria City Public Schools	130	GEORGE WASHINGTON MIDDLE	76,946.48
101	Alexandria City Public Schools	140	FRANCIS C. HAMMOND MIDDLE	79,170.66
101	Alexandria City Public Schools	160	CORA KELLY MAGNET ELEM	71,563.02
101	Alexandria City Public Schools	190	WILLIAM RAMSAY ELEM	75,538.44
101	Alexandria City Public Schools	210	TC WILLIAMS HIGH	80,318.71
101	Alexandria City Public Schools	220	JAMES K POLK ELEM	74,849.68
101	Alexandria City Public Schools	230	JOHN ADAMS ELEM	75,563.24
101	Alexandria City Public Schools	30	MOUNT VERNON ELEM	74,509.56
101	Alexandria City Public Schools	333	SAMUEL W TUCKER ELEM	83,640.38
101	Alexandria City Public Schools	350	FERDINAND T. DAY ELEMENTARY	69,915.31
101	Alexandria City Public Schools	360	EARLY CHILDHOOD CENTER	78,280.00
101	Alexandria City Public Schools	50	PATRICK HENRY ELEM	69,697.80
101	Alexandria City Public Schools	60	MAURY ELEM	77,274.59
101	Alexandria City Public Schools	80	LYLES-CROUCH ELEM	80,634.35
101	Alexandria City Public Schools	90	JEFFERSON-HOUSTON ELEM	69,427.75
102	Bristol City Public Schools	10	VIRGINIA MIDDLE	48,894.43
102	Bristol City Public Schools	100	JOSEPH VAN PELT ELEM	48,025.61
102	Bristol City Public Schools	60	HIGHLAND VIEW ELEM	48,927.18
102	Bristol City Public Schools	70	STONEWALL JACKSON ELEM	49,746.28
102	Bristol City Public Schools	80	VIRGINIA HIGH	52,018.39
102	Bristol City Public Schools	90	WASHINGTON LEE ELEM	46,600.89
103	Buena Vista City Public Schools	40	ENDERLY HEIGHTS ELEM	42,248.38
103	Buena Vista City Public Schools	61	PARRY MCCLUER MIDDLE	43,917.54
103	Buena Vista City Public Schools	62	PARRY MCCLUER HIGH	40,295.13
103	Buena Vista City Public Schools	70	FW KLING JR ELEM	38,531.79
104	Charlottesville City Public Schools	10	JOHNSON ELEM	57,667.00
104	Charlottesville City Public Schools	100	BUFORD MIDDLE	58,638.00
104	Charlottesville City Public Schools	110	WALKER UPPER ELEM	58,350.00
104	Charlottesville City Public Schools	120	JACKSON-VIA ELEM	58,067.00
104	Charlottesville City Public Schools	140	CHARLOTTESVILLE HIGH	58,467.00
104	Charlottesville City Public Schools	40	VENABLE ELEM	60,676.00
104	Charlottesville City Public Schools	50	CLARK ELEM	57,942.00
104	Charlottesville City Public Schools	70	BURNLEY-MORAN ELEM	58,667.00
104	Charlottesville City Public Schools	90	GREENBRIER ELEM	60,957.00
106	Colonial Heights City Public Schools	20	COLONIAL HEIGHTS MIDDLE	50,247.00
106	Colonial Heights City Public Schools	30	NORTH ELEM	51,223.00
106	Colonial Heights City Public Schools	40	COLONIAL HEIGHTS HIGH	49,992.00
106	Colonial Heights City Public Schools	50	LAKEVIEW ELEM	50,856.00
106	Colonial Heights City Public Schools	60	TUSSING ELEM	48,933.00
107	Covington City Public Schools	260	EDGEMONT PRIMARY	48,289.63
107	Covington City Public Schools	350	COVINGTON HIGH	52,711.78
107	Covington City Public Schools	360	JETER-WATSON INTERMEDIATE	46,399.33
108	Danville City Public Schools	1372	WESTWOOD MIDDLE	51,563.80
108	Danville City Public Schools	1374	GALILEO MAGNET HIGH	53,306.13
108	Danville City Public Schools	1379	WOODROW WILSON INTERMEDIATE	53,110.96
108	Danville City Public Schools	190	G.L.H. JOHNSON ELEM	52,475.75
108	Danville City Public Schools	20	FOREST HILLS ELEM	51,781.15
108	Danville City Public Schools	200	GROVE PARK PRESCHOOL	52,988.85
108	Danville City Public Schools	210	GEORGE WASHINGTON HIGH	54,126.63
108	Danville City Public Schools	220	WOODBERRY HILLS ELEM	51,156.46
108	Danville City Public Schools	250	PARK AVENUE ELEM	49,119.56
108	Danville City Public Schools	260	O. TRENT BONNER MIDDLE	49,914.79
108	Danville City Public Schools	30	THE NORTHSIDE PRESCHOOL	56,908.73
108	Danville City Public Schools	40	SCHOOLFIELD ELEM	51,283.14
108	Danville City Public Schools	490	E. A. GIBSON ELEM	52,329.25
109	Falls Church City Public Schools	240	MT. DANIEL ELEMENTARY	78,264.45
109	Falls Church City Public Schools	251	GEORGE MASON HIGH	85,983.22
109	Falls Church City Public Schools	252	MARY ELLEN HENDERSON MIDDLE	80,167.31
109	Falls Church City Public Schools	260	THOMAS JEFFERSON ELEM	79,001.34
109	Falls Church City Public Schools	270	JESSIE THACKREY PRESCHOOL	79,626.14

**Virginia Department of Education**

**Average Teacher Salaries by School for School Year 2019-2020**

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

To calculate each school's average salary, the salaries of each teacher who works in the school were summed and divided by the FTE total of all teachers (full-time and part-time) in the school.

Division	Name	School Number	School Name	Average Salary
110	Fredericksburg City Public Schools	272	LAFAYETTE UPPER ELEM	54,010.00
110	Fredericksburg City Public Schools	273	WALKER-GRANT MIDDLE	50,305.00
110	Fredericksburg City Public Schools	30	WALKER-GRANT CENTER	64,759.00
110	Fredericksburg City Public Schools	40	JAMES MONROE HIGH	56,251.00
110	Fredericksburg City Public Schools	50	HUGH MERCER ELEM	54,409.00
111	Galax City Public Schools	10	GALAX ELEM	44,807.00
111	Galax City Public Schools	31	GALAX HIGH	44,439.00
111	Galax City Public Schools	32	GALAX MIDDLE	45,337.00
112	Hampton City Public Schools	120	ARMSTRONG ELEM	50,853.00
112	Hampton City Public Schools	160	ABERDEEN ELEM	49,964.91
112	Hampton City Public Schools	180	SAMUEL P. LANGLEY ELEM	49,423.12
112	Hampton City Public Schools	210	MOTON EARLY CHILDHOOD CENTER	49,096.29
112	Hampton City Public Schools	250	JANE H. BRYAN ELEM	50,992.15
112	Hampton City Public Schools	260	ALFRED S. FORREST ELEM	52,418.47
112	Hampton City Public Schools	270	JOHN B. CARY ELEM	49,227.32
112	Hampton City Public Schools	280	HAMPTON HIGH	51,838.00
112	Hampton City Public Schools	30	FRANCIS ASBURY ELEM	50,049.81
112	Hampton City Public Schools	300	CESAR TARRANT MIDDLE	49,666.88
112	Hampton City Public Schools	320	KECOUGHTAN HIGH	53,212.89
112	Hampton City Public Schools	330	BARRON ELEM	50,650.07
112	Hampton City Public Schools	350	BENJAMIN SYMS MIDDLE	49,820.15
112	Hampton City Public Schools	360	TUCKER-CAPPS ELEM	52,443.00
112	Hampton City Public Schools	370	PHILLIPS ELEM	53,415.25
112	Hampton City Public Schools	380	THOMAS EATON MIDDLE	49,793.89
112	Hampton City Public Schools	410	PAUL BURBANK ELEM	58,307.27
112	Hampton City Public Schools	420	CHRISTOPHER C. KRAFT ELEM	49,546.13
112	Hampton City Public Schools	430	BETHEL HIGH	52,057.27
112	Hampton City Public Schools	440	JOHN TYLER ELEM	50,724.84
112	Hampton City Public Schools	450	C. ALTON LINDSAY MIDDLE	51,070.98
112	Hampton City Public Schools	460	CAPTAIN JOHN SMITH ELEM	51,535.39
112	Hampton City Public Schools	470	BOOKER ELEM	51,253.19
112	Hampton City Public Schools	490	LUTHER W. MACHEN ELEM	51,498.73
112	Hampton City Public Schools	50	PHOEBUS HIGH	52,160.60
112	Hampton City Public Schools	500	A.W.E. BASSETTE ELEM	50,862.89
112	Hampton City Public Schools	640	HUNTER B ANDREWS	49,333.41
112	Hampton City Public Schools	650	GEORGE P PHENIX ELEM	49,393.25
112	Hampton City Public Schools	70	FRANCIS W. JONES MAGNET MIDDLE	51,183.16
112	Hampton City Public Schools	80	WILLIAM MASON COOPER ELEM	50,114.93
113	Harrisonburg City Public Schools	110	SMITHLAND ELEM	49,543.00
113	Harrisonburg City Public Schools	111	SKYL INE MIDDLE	52,232.00
113	Harrisonburg City Public Schools	12	HARRISONBURG HIGH	52,847.00
113	Harrisonburg City Public Schools	120	BLUESTONE ELEMENTARY	49,821.00
113	Harrisonburg City Public Schools	191	STONE SPRING ELEM	52,353.00
113	Harrisonburg City Public Schools	30	WATERMAN ELEM	52,446.00
113	Harrisonburg City Public Schools	50	KEISTER ELEM	50,024.00
113	Harrisonburg City Public Schools	60	SPOTSWOOD ELEM	50,359.00
113	Harrisonburg City Public Schools	80	THOMAS HARRISON MIDDLE	52,783.00
114	Hopewell City Public Schools	110	CARTER G. WOODSON MIDDLE	49,382.00
114	Hopewell City Public Schools	120	HOPEWELL HIGH	50,857.00
114	Hopewell City Public Schools	140	HARRY E. JAMES ELEM	47,076.00
114	Hopewell City Public Schools	151	WOODLAWN PRE-SCHOOL LRNG CTR.	45,959.00
114	Hopewell City Public Schools	40	DUPONT ELEM	48,573.00
114	Hopewell City Public Schools	70	PATRICK COPELAND ELEM	47,055.00
115	Lynchburg City Public Schools	1102	HERITAGE ELEM	44,019.72
115	Lynchburg City Public Schools	130	HERITAGE HIGH	47,609.75
115	Lynchburg City Public Schools	170	PAUL LAURENCE DUNBAR MID. FOR INNOV.	44,402.07
115	Lynchburg City Public Schools	190	ROBERT S. PAYNE ELEM	42,660.21
115	Lynchburg City Public Schools	250	WILLIAM M. BASS ELEM	42,121.31
115	Lynchburg City Public Schools	260	E.C. GLASS HIGH	46,896.52
115	Lynchburg City Public Schools	270	PERRYMONT ELEM	42,742.70

**Virginia Department of Education**

**Average Teacher Salaries by School for School Year 2019-2020**

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

To calculate each school's average salary, the salaries of each teacher who works in the school were summed and divided by the FTE total of all teachers (full-time and part-time) in the school.

Division	Name	School Number	School Name	Average 2019-2020 Salary
115	Lynchburg City Public Schools	290	BEDFORD HILLS ELEM	45,814.43
115	Lynchburg City Public Schools	300	SHEFFIELD ELEM	46,340.08
115	Lynchburg City Public Schools	330	PAUL MUNRO ELEM	48,572.88
115	Lynchburg City Public Schools	340	SANDUSKY MIDDLE	46,062.07
115	Lynchburg City Public Schools	350	LINKHORNE MIDDLE	46,004.54
115	Lynchburg City Public Schools	360	LINKHORNE ELEM	45,044.65
115	Lynchburg City Public Schools	370	SANDUSKY ELEM	45,946.15
115	Lynchburg City Public Schools	70	DEARINGTON ELEM/INNOVATION	44,754.52
115	Lynchburg City Public Schools	90	T.C. MILLER ELEM FOR INNOVAT.	47,296.62
116	Martinsville City Public Schools	10	MARTINSVILLE MIDDLE	46,950.00
116	Martinsville City Public Schools	110	MARTINSVILLE HIGH	45,325.00
116	Martinsville City Public Schools	222	ALBERT HARRIS ELEM	47,828.00
116	Martinsville City Public Schools	223	PATRICK HENRY ELEM	45,909.00
116	Martinsville City Public Schools	224	CLEARVIEW EARLY CHILDHOOD CTR.	44,347.00
117	Newport News City Public Schools	1070	WARWICK HIGH	54,857.09
117	Newport News City Public Schools	1080	HILTON ELEM	54,667.78
117	Newport News City Public Schools	110	B.T. WASHINGTON MIDDLE	55,774.41
117	Newport News City Public Schools	1120	NEWSOME PARK ELEM	50,837.07
117	Newport News City Public Schools	1150	RIVERSIDE ELEM	53,268.79
117	Newport News City Public Schools	1170	CARVER ELEM	57,699.49
117	Newport News City Public Schools	1180	LEE HALL ELEM	53,249.05
117	Newport News City Public Schools	1210	HIDENWOOD ELEM	51,738.21
117	Newport News City Public Schools	1220	MENCHVILLE HIGH	57,253.96
117	Newport News City Public Schools	1230	RICHNECK ELEM	55,228.55
117	Newport News City Public Schools	1240	HORACE H. EPES ELEM	52,380.31
117	Newport News City Public Schools	1250	B C. CHARLES ELEM	54,877.34
117	Newport News City Public Schools	1260	ETHEL M. GILDERSLEEVE MIDDLE	55,838.37
117	Newport News City Public Schools	1270	HOMER L. HINES MIDDLE	51,527.44
117	Newport News City Public Schools	1290	KILN CREEK ELEM	52,650.31
117	Newport News City Public Schools	130	DISCOVERY STEM ACADEMY	53,020.90
117	Newport News City Public Schools	1393	CRITTENDEN MIDDLE	54,224.57
117	Newport News City Public Schools	1395	HERITAGE HIGH	55,513.14
117	Newport News City Public Schools	1396	WOODSIDE HIGH	55,505.95
117	Newport News City Public Schools	1398	DEER PARK ELEM	56,758.71
117	Newport News City Public Schools	1400	MARY PASSAGE MIDDLE	53,341.04
117	Newport News City Public Schools	1402	DENBIGH EARLY CHILDHOOD CENTER	54,609.95
117	Newport News City Public Schools	1404	ACHIEVABLE DREAM ACADEMY	53,542.52
117	Newport News City Public Schools	1405	ACHIEVABLE DREAM MIDDLE/HIGH	56,899.33
117	Newport News City Public Schools	1407	GENERAL STANFORD ELEM	54,022.21
117	Newport News City Public Schools	1408	GATEWOOD ACADEMY	57,995.17
117	Newport News City Public Schools	1409	LEE HALL EARLY CHILDHOOD CENTER	54,754.14
117	Newport News City Public Schools	1410	WATKINS EARLY CHILDHOOD CENTER	54,952.38
117	Newport News City Public Schools	1411	JOHN MARSHALL EARLY CHILDHOOD CTR	55,747.36
117	Newport News City Public Schools	150	OLIVER C. GREENWOOD ELEM	53,747.19
117	Newport News City Public Schools	20	J.M. DOZIER MIDDLE	52,324.93
117	Newport News City Public Schools	200	L.F. PALMER ELEM	52,803.83
117	Newport News City Public Schools	250	SEDGFIELD ELEM	53,681.97
117	Newport News City Public Schools	270	RICHARD T. YATES ELEM	56,977.49
117	Newport News City Public Schools	280	DENBIGH HIGH	55,830.41
117	Newport News City Public Schools	290	T. RYLAND SANFORD ELEM	53,635.70
117	Newport News City Public Schools	300	JOSEPH H. SAUNDERS ELEM	53,311.57
117	Newport News City Public Schools	310	R.O. NELSON ELEM	51,158.84
117	Newport News City Public Schools	320	WILLIS A. JENKINS ELEM	55,207.27
117	Newport News City Public Schools	50	DAVID A. DUTROW ELEM	53,453.45
117	Newport News City Public Schools	70	GEORGE J. MCINTOSH ELEM	53,198.00
117	Newport News City Public Schools	91	HUNTINGTON MIDDLE	55,892.43
118	Norfolk City Public Schools	10	MAURY HIGH	52,517.72
118	Norfolk City Public Schools	100	TANNERS CREEK ELEM	50,635.82
118	Norfolk City Public Schools	131	JAMES MONROE ELEM	51,905.73
118	Norfolk City Public Schools	150	WALTER HERRON TAYLOR ELEM	51,766.55

**Virginia Department of Education**

**Average Teacher Salaries by School for School Year 2019-2020**

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

To calculate each school's average salary, the salaries of each teacher who works in the school were summed and divided by the FTE total of all teachers (full-time and part-time) in the school.

Division	Name	School Number	School Name	Average 2019-2020 Salary
118	Norfolk City Public Schools	185	ACADEMY FOR DISCOVERY AT LAKEWOOD	49,491.59
118	Norfolk City Public Schools	190	OCEAN VIEW ELEM	49,355.11
118	Norfolk City Public Schools	20	BLAIR MIDDLE	51,028.72
118	Norfolk City Public Schools	210	LARCHMONT ELEM	51,023.15
118	Norfolk City Public Schools	220	CHESTERFIELD ACADEMY ELEM	48,928.73
118	Norfolk City Public Schools	250	BAY VIEW ELEM	51,509.34
118	Norfolk City Public Schools	30	RUFFNER MIDDLE	50,193.98
118	Norfolk City Public Schools	390	GRANBY HIGH	51,695.36
118	Norfolk City Public Schools	40	CAMP ALLEN ELEM	50,637.85
118	Norfolk City Public Schools	420	GRANBY ELEM	52,305.15
118	Norfolk City Public Schools	430	JACOX ELEM	49,097.59
118	Norfolk City Public Schools	460	MARY CALCOTT ELEM	53,210.61
118	Norfolk City Public Schools	471	WILLARD MODEL ELEM	49,311.28
118	Norfolk City Public Schools	480	RICHARD BOWLING ELEM	50,215.69
118	Norfolk City Public Schools	490	NORTHSIDE MIDDLE	50,642.55
118	Norfolk City Public Schools	500	SUBURBAN PARK ELEM	54,135.42
118	Norfolk City Public Schools	510	BERKLEY/CAMPOSTELLA EARLY CHILDHOOD CENTER	58,087.82
118	Norfolk City Public Schools	520	LINDENWOOD ELEM	51,543.88
118	Norfolk City Public Schools	530	P.B. YOUNG SR. ELEM	51,800.03
118	Norfolk City Public Schools	550	COLEMAN PLACE ELEM	49,558.75
118	Norfolk City Public Schools	560	CROSSROADS ELEMENTARY	52,977.54
118	Norfolk City Public Schools	570	NORVIEW MIDDLE	48,961.56
118	Norfolk City Public Schools	580	NORVIEW HIGH	51,290.66
118	Norfolk City Public Schools	610	INGLESIDE ELEM	53,092.06
118	Norfolk City Public Schools	620	NORVIEW ELEM	53,763.35
118	Norfolk City Public Schools	630	OCEANAIR ELEMENTARY	52,119.43
118	Norfolk City Public Schools	650	SHERWOOD FOREST ELEM	50,210.09
118	Norfolk City Public Schools	670	LARRYMORE ELEM	53,515.27
118	Norfolk City Public Schools	682	LITTLE CREEK ELEM	51,235.43
118	Norfolk City Public Schools	740	EASTON PRESCHOOL	49,139.89
118	Norfolk City Public Schools	750	FAIRLAWN ELEM	53,365.42
118	Norfolk City Public Schools	760	AZALEA MIDDLE	49,398.37
118	Norfolk City Public Schools	770	SOUTHSIDE STEM ACADEMY AT CAMPOSTELLA	49,500.88
118	Norfolk City Public Schools	780	TIDEWATER PARK ELEM	51,492.89
118	Norfolk City Public Schools	790	LAKE TAYLOR	49,762.48
118	Norfolk City Public Schools	800	TARRALLTON ELEM	55,979.64
118	Norfolk City Public Schools	820	ST. HELENA ELEM	47,874.11
118	Norfolk City Public Schools	840	LAKE TAYLOR HIGH	51,734.44
118	Norfolk City Public Schools	850	SEWELLS POINT ELEM	50,252.36
118	Norfolk City Public Schools	860	WILLOUGHBY EARLY CHILDHOOD CENTER	54,332.79
118	Norfolk City Public Schools	880	BOOKER T. WASHINGTON HIGH	51,680.65
118	Norfolk City Public Schools	90	GHENT SCHOOL	52,115.03
119	Norton City Public Schools	20	J.I. BURTON HIGH	44,327.69
119	Norton City Public Schools	40	NORTON ELEM	43,534.91
120	Petersburg City Public Schools	110	COOL SPRING ELEM	48,612.00
120	Petersburg City Public Schools	121	VERNON JOHNS MIDDLE	50,554.00
120	Petersburg City Public Schools	130	WALNUT HILL ELEM	47,562.00
120	Petersburg City Public Schools	160	WESTVIEW EARLY CHILDHOOD ED. CTR.	49,087.00
120	Petersburg City Public Schools	170	LAKEMONT ELEMENTARY	48,256.00
120	Petersburg City Public Schools	180	PLEASANTS LANE ELEM	47,868.00
120	Petersburg City Public Schools	200	PETERSBURG HIGH	51,953.00
121	Portsmouth City Public Schools	1130	CRADOCK MIDDLE	53,015.43
121	Portsmouth City Public Schools	1400	JAMES HURST ELEM	54,092.95
121	Portsmouth City Public Schools	160	CHURCHLAND PRIMARY & INTERMEDIATE	51,795.77
121	Portsmouth City Public Schools	1630	HODGES MANOR ELEM	53,233.52
121	Portsmouth City Public Schools	1650	LAKEVIEW ELEM	50,640.64
121	Portsmouth City Public Schools	1660	WOODROW WILSON HIGH	53,125.98
121	Portsmouth City Public Schools	1766	BRIGHTON ELEM	51,303.28
121	Portsmouth City Public Schools	1768	MOUNT HERMON PRESCHOOL CENTER	54,869.01
121	Portsmouth City Public Schools	1769	VICTORY ELEM	50,534.07

**Virginia Department of Education**

**Average Teacher Salaries by School for School Year 2019-2020**

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

To calculate each school's average salary, the salaries of each teacher who works in the school were summed and divided by the FTE total of all teachers (full-time and part-time) in the school.

Division	Name	School Number	School Name	Average 2019-2020 Salary
121	Portsmouth City Public Schools	1770	OLIVE BRANCH PRESCHOOL CTR	55,845.62
121	Portsmouth City Public Schools	190	DOUGLASS PARK ELEM	52,599.28
121	Portsmouth City Public Schools	210	WESTHAVEN ELEM	53,432.70
121	Portsmouth City Public Schools	230	JOHN TYLER ELEM	52,797.81
121	Portsmouth City Public Schools	240	I.C. NORCOM HIGH	53,397.70
121	Portsmouth City Public Schools	290	SIMONSDALE ELEM	53,425.14
121	Portsmouth City Public Schools	310	WM. E. WATERS MIDDLE	50,798.74
121	Portsmouth City Public Schools	320	CHURCHLAND MIDDLE	52,207.80
121	Portsmouth City Public Schools	321	CHURCHLAND ACADEMY ELEM	51,644.35
121	Portsmouth City Public Schools	322	CHURCHLAND PRESCHOOL CTR	52,762.77
121	Portsmouth City Public Schools	500	CHURCHLAND HIGH	53,318.42
121	Portsmouth City Public Schools	60	PARK VIEW ELEM	51,322.66
121	Portsmouth City Public Schools	650	CHURCHLAND ELEM	54,508.46
122	Radford City Public Schools	10	BELLE HETH ELEM	42,018.00
122	Radford City Public Schools	20	MCHARG ELEM	46,855.00
122	Radford City Public Schools	41	RADFORD HIGH	51,815.00
122	Radford City Public Schools	42	JOHN N. DALTON INT.	43,918.00
123	Richmond City Public Schools	100	BELLEVUE ELEM	55,990.57
123	Richmond City Public Schools	1100	BROAD ROCK ELEM	52,780.01
123	Richmond City Public Schools	130	OVERBY-SHEPPARD ELEM	54,343.68
123	Richmond City Public Schools	1400	ELIZABETH D. REDD ELEM	53,698.30
123	Richmond City Public Schools	1440	E. S. H. GREENE ELEM	55,447.09
123	Richmond City Public Schools	1470	G H REID ELEM	53,982.61
123	Richmond City Public Schools	1480	SOUTHAMPTON ELEM	55,697.06
123	Richmond City Public Schools	1510	HUGUENOT HIGH	55,984.25
123	Richmond City Public Schools	1631	ELKHARDT THOMPSON MIDDLE	54,257.06
123	Richmond City Public Schools	1640	J.B. FISHER ELEM	54,066.00
123	Richmond City Public Schools	170	BLACKWELL ELEM	55,610.36
123	Richmond City Public Schools	1710	J.L. FRANCIS ELEM	55,508.83
123	Richmond City Public Schools	20	THOMAS JEFFERSON HIGH	57,584.91
123	Richmond City Public Schools	200	WILLIAM FOX ELEM	55,140.39
123	Richmond City Public Schools	210	SWANSBORO ELEM	54,025.08
123	Richmond City Public Schools	230	GINTER PARK ELEM	54,490.97
123	Richmond City Public Schools	290	GEORGE MASON ELEM	53,769.46
123	Richmond City Public Schools	30	ALBERT HILL MIDDLE	53,098.12
123	Richmond City Public Schools	3105	LUCILLE M. BROWN MIDDLE	51,981.50
123	Richmond City Public Schools	3106	LINWOOD HOLTON ELEM	56,123.10
123	Richmond City Public Schools	3107	MILES JONES ELEM	54,891.15
123	Richmond City Public Schools	311	GEORGE W. CARVER ELEM	53,271.76
123	Richmond City Public Schools	3110	RICHMOND ALTERNATIVE	54,645.20
123	Richmond City Public Schools	3119	PATRICK HENRY SCHOOL OF SCIENCE AND ARTS	52,297.37
123	Richmond City Public Schools	3200	RICHMOND CAREER EDUCATION & EMPLOYMENT (CHAR	59,050.50
123	Richmond City Public Schools	330	OAK GROVE/BELLEMEADE ELEM	53,172.46
123	Richmond City Public Schools	390	BARACK OBAMA ELEMENTARY	56,284.00
123	Richmond City Public Schools	452	RICHMOND COMMUNITY HIGH	57,776.41
123	Richmond City Public Schools	470	HENDERSON MIDDLE	53,496.26
123	Richmond City Public Schools	480	THOMAS C. BOUSHALL MIDDLE	52,214.95
123	Richmond City Public Schools	50	BINFORD MIDDLE	54,272.58
123	Richmond City Public Schools	511	SUMMER HILL PRESCHOOL CENTER	52,844.36
123	Richmond City Public Schools	580	MARY MUNFORD ELEM	60,131.22
123	Richmond City Public Schools	600	JOHN B. CARY ELEM	56,749.26
123	Richmond City Public Schools	621	FRANKLIN MILITARY ACADEMY	55,555.97
123	Richmond City Public Schools	650	WOODVILLE ELEM	53,757.50
123	Richmond City Public Schools	660	WESTOVER HILLS ELEM	56,035.12
123	Richmond City Public Schools	690	MAYMONT PRE-K CENTER	61,179.98
123	Richmond City Public Schools	710	FAIRFIELD COURT ELEM	56,826.10
123	Richmond City Public Schools	730	JOHN MARSHALL HIGH	56,620.09
123	Richmond City Public Schools	741	GEORGE WYTHE HIGH	55,340.89
123	Richmond City Public Schools	750	AMELIA STREET SP. ED.	58,334.18
123	Richmond City Public Schools	770	MARTIN LUTHER KING JR. MIDDLE	52,422.71

**Virginia Department of Education**

**Average Teacher Salaries by School for School Year 2019-2020**

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

To calculate each school's average salary, the salaries of each teacher who works in the school were summed and divided by the FTE total of all teachers (full-time and part-time) in the school.

Division	Name	School Number	School Name	Average 2019-2020 Salary
123	Richmond City Public Schools	771	MARTIN LUTHER KING JR EARLY LEARNING CENTER	56,543.00
123	Richmond City Public Schools	830	CHIMBORAZO ELEM	54,137.86
123	Richmond City Public Schools	850	ARMSTRONG HIGH	56,862.10
123	Richmond City Public Schools	90	OPEN HIGH	59,457.95
124	Roanoke City Public Schools	110	HIGHLAND PARK ELEM	54,306.75
124	Roanoke City Public Schools	150	WOODROW WILSON MIDDLE	51,391.83
124	Roanoke City Public Schools	20	CRYSTAL SPRING ELEM	55,198.96
124	Roanoke City Public Schools	210	BRECKINRIDGE MIDDLE	48,137.31
124	Roanoke City Public Schools	220	ROANOKE ACADEMY FOR MATH & SCIENCE ELEM	50,034.42
124	Roanoke City Public Schools	230	JOHN P. FISHWICK MIDDLE	50,319.77
124	Roanoke City Public Schools	240	PRESTON PARK ELEM	54,780.57
124	Roanoke City Public Schools	280	LUCY ADDISON AEROSPACE MAGNET MIDDLE	46,697.64
124	Roanoke City Public Schools	300	GARDEN CITY ELEM	51,667.13
124	Roanoke City Public Schools	310	GRANDIN COURT ELEM	56,744.00
124	Roanoke City Public Schools	320	ROUND HILL ELEM	51,185.86
124	Roanoke City Public Schools	340	LINCOLN TERRACE ELEM	51,348.99
124	Roanoke City Public Schools	350	WESTSIDE ELEM	48,649.92
124	Roanoke City Public Schools	370	MONTEREY ELEM	47,941.43
124	Roanoke City Public Schools	380	FISHBURN PARK ELEM	53,542.87
124	Roanoke City Public Schools	390	PATRICK HENRY HIGH	52,754.78
124	Roanoke City Public Schools	400	WILLIAM FLEMING HIGH	50,979.68
124	Roanoke City Public Schools	410	FAIRVIEW ELEM	51,211.50
124	Roanoke City Public Schools	420	HURT PARK ELEM	51,168.61
124	Roanoke City Public Schools	450	JAMES MADISON MIDDLE	48,402.30
124	Roanoke City Public Schools	50	FALLON PARK ELEM	51,580.66
124	Roanoke City Public Schools	60	MORNINGSIDE ELEM	52,731.61
124	Roanoke City Public Schools	70	VIRGINIA HEIGHTS ELEM	51,102.72
124	Roanoke City Public Schools	90	WASENA ELEM	52,719.22
126	Staunton City Public Schools	110	SHELBURNE MIDDLE	51,035.00
126	Staunton City Public Schools	30	STAUNTON HIGH	52,223.00
126	Staunton City Public Schools	40	A. R. WARE ELEM	50,265.00
126	Staunton City Public Schools	41	STAUNTON PRESCHOOL PROGRAMS	52,575.00
126	Staunton City Public Schools	70	BESSIE WELLER ELEM	48,862.00
126	Staunton City Public Schools	90	THOMAS C. MCSWAIN ELEM	50,482.00
127	Suffolk City Public Schools	210	ELEPHANT'S FORK ELEM	53,365.27
127	Suffolk City Public Schools	220	NANSEMOND PARKWAY ELEM	57,160.86
127	Suffolk City Public Schools	230	KILBY SHORES ELEM	56,343.54
127	Suffolk City Public Schools	240	NANSEMOND RIVER HIGH	57,170.33
127	Suffolk City Public Schools	300	LAKELAND HIGH	55,899.76
127	Suffolk City Public Schools	330	MACK BENN JR. ELEM	54,324.10
127	Suffolk City Public Schools	370	JOHN F. KENNEDY MIDDLE	53,402.16
127	Suffolk City Public Schools	380	JOHN YEATES MIDDLE	58,632.34
127	Suffolk City Public Schools	390	FOREST GLEN MIDDLE	56,121.16
127	Suffolk City Public Schools	391	NORTHERN SHORES ELEM	54,786.17
127	Suffolk City Public Schools	393	KING'S FORK MIDDLE	55,919.79
127	Suffolk City Public Schools	395	KING'S FORK HIGH	54,501.09
127	Suffolk City Public Schools	397	COLONEL FRED CHERRY MIDDLE SCHOOL	52,565.66
127	Suffolk City Public Schools	440	CREEKSIDE ELEM	53,719.02
127	Suffolk City Public Schools	450	HILLPOINT ELEM	53,954.40
127	Suffolk City Public Schools	47	PIONEER ELEM	54,641.22
127	Suffolk City Public Schools	50	BOOKER T. WASHINGTON ELEM	59,042.76
127	Suffolk City Public Schools	70	OAKLAND ELEM	55,625.21
127	Suffolk City Public Schools	90	FLORENCE BOWSER ELEM	54,835.91
128	Virginia Beach City Public Schools	10	GREEN RUN HIGH	57,956.00
128	Virginia Beach City Public Schools	100	THREE OAKS ELEM	60,645.00
128	Virginia Beach City Public Schools	1020	NEW CASTLE ELEM	57,502.00
128	Virginia Beach City Public Schools	1030	LANDSTOWN HIGH	59,348.00
128	Virginia Beach City Public Schools	1041	CORPORATE LANDING ELEM	61,843.00
128	Virginia Beach City Public Schools	1050	GREEN RUN COLLEGIATE	56,445.00
128	Virginia Beach City Public Schools	106	DIAMOND SPRINGS ELEM	55,282.00

**Virginia Department of Education**

**Average Teacher Salaries by School for School Year 2019-2020**

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

To calculate each school's average salary, the salaries of each teacher who works in the school were summed and divided by the FTE total of all teachers (full-time and part-time) in the school.

Division	Name	School Number	School Name	Average 2019-2020 Salary
128	Virginia Beach City Public Schools	115	BAYSIDE 6TH GRADE CAMPUS	53,195.00
128	Virginia Beach City Public Schools	130	W.T. COOKE ELEM	56,541.00
128	Virginia Beach City Public Schools	140	VIRGINIA BEACH MIDDLE	58,577.00
128	Virginia Beach City Public Schools	20	WHITE OAKS ELEM	56,610.00
128	Virginia Beach City Public Schools	230	CREEDS ELEM	57,558.00
128	Virginia Beach City Public Schools	280	BAYSIDE ELEM	54,199.00
128	Virginia Beach City Public Schools	290	SEATAK ELEM AN ACHIEVABLE DREAM ACADEMY	58,421.00
128	Virginia Beach City Public Schools	30	FRANK W. COX HIGH	58,502.00
128	Virginia Beach City Public Schools	300	SHELTON PARK ELEM	58,708.00
128	Virginia Beach City Public Schools	321	PRINCESS ANNE HIGH	59,191.00
128	Virginia Beach City Public Schools	330	LINKHORN PARK ELEM	56,966.00
128	Virginia Beach City Public Schools	340	PRINCESS ANNE ELEM	56,423.00
128	Virginia Beach City Public Schools	350	THALIA ELEM	56,318.00
128	Virginia Beach City Public Schools	360	JOHN B. DEY ELEM	57,990.00
128	Virginia Beach City Public Schools	390	WOODSTOCK ELEM	55,367.00
128	Virginia Beach City Public Schools	40	CENTERVILLE ELEM	56,380.00
128	Virginia Beach City Public Schools	400	THOROUGHGOOD ELEM	55,079.00
128	Virginia Beach City Public Schools	410	KEMPSVILLE MEADOWS ELEM	60,757.00
128	Virginia Beach City Public Schools	420	KING'S GRANT ELEM	59,088.00
128	Virginia Beach City Public Schools	430	GREAT NECK MIDDLE	57,131.00
128	Virginia Beach City Public Schools	440	FLOYD KELLAM HIGH	59,751.00
128	Virginia Beach City Public Schools	450	KEMPSVILLE ELEM	58,137.00
128	Virginia Beach City Public Schools	460	LUXFORD ELEM	54,815.00
128	Virginia Beach City Public Schools	470	WILLIAMS ELEM	52,634.00
128	Virginia Beach City Public Schools	490	PEMBROKE ELEM	57,617.00
128	Virginia Beach City Public Schools	50	SALEM MIDDLE	58,525.00
128	Virginia Beach City Public Schools	500	MALIBU ELEM	54,707.00
128	Virginia Beach City Public Schools	510	TRANTWOOD ELEM	54,610.00
128	Virginia Beach City Public Schools	520	LYNNHAVEN ELEM	56,531.00
128	Virginia Beach City Public Schools	530	BAYSIDE HIGH	57,668.00
128	Virginia Beach City Public Schools	540	HERMITAGE ELEM	57,750.00
128	Virginia Beach City Public Schools	550	ARROWHEAD ELEM	57,507.00
128	Virginia Beach City Public Schools	560	WINDSOR WOODS ELEM	56,467.00
128	Virginia Beach City Public Schools	580	KINGSTON ELEM	58,894.00
128	Virginia Beach City Public Schools	590	ALANTON ELEM	57,542.00
128	Virginia Beach City Public Schools	60	BIRDNECK ELEM	57,663.00
128	Virginia Beach City Public Schools	600	HOLLAND ELEM	56,415.00
128	Virginia Beach City Public Schools	610	FIRST COLONIAL HIGH	60,619.00
128	Virginia Beach City Public Schools	620	KEMPSVILLE HIGH	56,737.00
128	Virginia Beach City Public Schools	630	BROOKWOOD ELEM	56,838.00
128	Virginia Beach City Public Schools	640	PLAZA MIDDLE	55,688.00
128	Virginia Beach City Public Schools	660	PEMBROKE MEADOWS ELEM	53,977.00
128	Virginia Beach City Public Schools	670	WINDSOR OAKS ELEM	54,673.00
128	Virginia Beach City Public Schools	680	POINT O' VIEW ELEM	55,280.00
128	Virginia Beach City Public Schools	690	KEMPSVILLE MIDDLE	57,938.00
128	Virginia Beach City Public Schools	692	PROVIDENCE ELEM	58,353.00
128	Virginia Beach City Public Schools	700	BAYSIDE MIDDLE	55,588.00
128	Virginia Beach City Public Schools	710	NEWTOWN ELEM	52,961.00
128	Virginia Beach City Public Schools	720	COLLEGE PARK ELEM	56,138.00
128	Virginia Beach City Public Schools	730	LYNNHAVEN MIDDLE	56,065.00
128	Virginia Beach City Public Schools	740	INDEPENDENCE MIDDLE	57,776.00
128	Virginia Beach City Public Schools	750	PRINCESS ANNE MIDDLE	58,232.00
128	Virginia Beach City Public Schools	760	NORTH LANDING ELEM	62,809.00
128	Virginia Beach City Public Schools	770	GREEN RUN ELEM	56,827.00
128	Virginia Beach City Public Schools	780	FAIRFIELD ELEM	56,783.00
128	Virginia Beach City Public Schools	790	BRANDON MIDDLE	58,507.00
128	Virginia Beach City Public Schools	80	OLD DONATION SCHOOL	57,767.00
128	Virginia Beach City Public Schools	800	INDIAN LAKES ELEM	54,379.00
128	Virginia Beach City Public Schools	810	ROSEMONT ELEM	54,541.00
128	Virginia Beach City Public Schools	820	PARKWAY ELEM	59,863.00

**Virginia Department of Education**

**Average Teacher Salaries by School for School Year 2019-2020**

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

To calculate each school's average salary, the salaries of each teacher who works in the school were summed and divided by the FTE total of all teachers (full-time and part-time) in the school.

Division	Name	School Number	School Name	Average 2019-2020 Salary
128	Virginia Beach City Public Schools	830	SALEM ELEM	61,632.00
128	Virginia Beach City Public Schools	840	ROSEMONT FOREST ELEM	56,385.00
128	Virginia Beach City Public Schools	850	SALEM HIGH	58,847.00
128	Virginia Beach City Public Schools	870	GLENWOOD ELEM	54,724.00
128	Virginia Beach City Public Schools	880	OCEAN LAKES ELEM	57,919.00
128	Virginia Beach City Public Schools	900	RED MILL ELEM	57,393.00
128	Virginia Beach City Public Schools	910	TALLWOOD ELEM	56,176.00
128	Virginia Beach City Public Schools	920	TALLWOOD HIGH	56,649.00
128	Virginia Beach City Public Schools	931	LANDSTOWN MIDDLE	56,543.00
128	Virginia Beach City Public Schools	932	LANDSTOWN ELEM	57,604.00
128	Virginia Beach City Public Schools	940	STRAWBRIDGE ELEM	59,411.00
128	Virginia Beach City Public Schools	960	OCEAN LAKES HIGH	59,889.00
128	Virginia Beach City Public Schools	970	LARKSPUR MIDDLE	57,658.00
128	Virginia Beach City Public Schools	980	CORPORATE LANDING MIDDLE	59,426.00
128	Virginia Beach City Public Schools	990	CHRISTOPHER FARMS ELEM	58,505.00
130	Waynesboro City Public Schools	580	WENONAH ELEM	46,034.91
130	Waynesboro City Public Schools	600	WAYNESBORO HIGH	50,501.93
130	Waynesboro City Public Schools	620	WAYNE HILLS CTR	51,066.25
130	Waynesboro City Public Schools	630	WESTWOOD HILLS ELEM	50,316.97
130	Waynesboro City Public Schools	640	KATE COLLINS MIDDLE	48,891.42
130	Waynesboro City Public Schools	650	BERKELEY GLENN ELEM	51,037.52
130	Waynesboro City Public Schools	751	WILLIAM PERRY ELEM	47,867.50
131	Williamsburg-James City County Public Schools	10	MATTHEW WHALEY ELEM	50,863.91
131	Williamsburg-James City County Public Schools	100	TOANO MIDDLE	51,845.16
131	Williamsburg-James City County Public Schools	190	J BLAINE BLAYTON ELEM	51,098.60
131	Williamsburg-James City County Public Schools	191	LOIS HORNSBY MIDDLE	51,947.59
131	Williamsburg-James City County Public Schools	201	JAMES RIVER ELEM	48,302.22
131	Williamsburg-James City County Public Schools	202	JAMESTOWN HIGH	54,894.74
131	Williamsburg-James City County Public Schools	203	STONEHOUSE ELEM	53,353.20
131	Williamsburg-James City County Public Schools	204	WARHILL HIGH	51,083.12
131	Williamsburg-James City County Public Schools	205	MATOAKA ELEM	54,315.06
131	Williamsburg-James City County Public Schools	25	JAMES BLAIR MIDDLE	48,631.53
131	Williamsburg-James City County Public Schools	40	CLARA BYRD BAKER ELEM	55,788.20
131	Williamsburg-James City County Public Schools	50	LAUREL LANE ELEM	49,852.00
131	Williamsburg-James City County Public Schools	60	BERKELEY MIDDLE	54,865.54
131	Williamsburg-James City County Public Schools	70	NORGE ELEM	54,319.47
131	Williamsburg-James City County Public Schools	80	D. J. MONTAGUE ELEM	53,839.56
131	Williamsburg-James City County Public Schools	90	LAFAYETTE HIGH	54,260.59
132	Winchester City Public Schools	20	VIRGINIA AVE. CHARLOTTE DEHART ELEM	52,653.00
132	Winchester City Public Schools	40	JOHN HANDLEY HIGH	54,214.00
132	Winchester City Public Schools	50	GARLAND R. QUARLES ELEM	52,461.00
132	Winchester City Public Schools	70	DANIEL MORGAN MIDDLE	52,626.00
132	Winchester City Public Schools	75	DANIEL MORGAN INTERMEDIATE SCHOOL	54,440.00
132	Winchester City Public Schools	80	FREDERICK DOUGLASS ELEM	53,721.00
132	Winchester City Public Schools	90	JOHN KERR ELEM	52,659.00
135	Franklin City Public Schools	10	S. P. MORTON ELEM	46,122.60
135	Franklin City Public Schools	20	FRANKLIN HIGH	48,400.56
135	Franklin City Public Schools	561	JOSEPH P. KING JR. MIDDLE	47,382.52
136	Chesapeake City Public Schools	10	OSCAR SMITH MIDDLE	52,687.99
136	Chesapeake City Public Schools	100	DEEP CREEK HIGH	57,193.82
136	Chesapeake City Public Schools	110	WESTERN BRANCH PRIMARY	51,722.41
136	Chesapeake City Public Schools	120	GREAT BRIDGE HIGH	57,119.43
136	Chesapeake City Public Schools	140	GREENBRIER PRIMARY	53,189.56
136	Chesapeake City Public Schools	160	NORFOLK HIGHLANDS PRIMARY	51,741.52
136	Chesapeake City Public Schools	200	RENA B WRIGHT PRIMARY	55,852.88
136	Chesapeake City Public Schools	210	DEEP CREEK ELEM	57,254.38
136	Chesapeake City Public Schools	280	HICKORY MIDDLE	57,762.59
136	Chesapeake City Public Schools	340	HICKORY ELEM	55,613.19
136	Chesapeake City Public Schools	40	THURGOOD MARSHALL ELEM	53,814.69
136	Chesapeake City Public Schools	50	GEORGE W CARVER INT	51,949.04

**Virginia Department of Education**

**Average Teacher Salaries by School for School Year 2019-2020**

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

To calculate each school's average salary, the salaries of each teacher who works in the school were summed and divided by the FTE total of all teachers (full-time and part-time) in the school.

Division	Name	School Number	School Name	Average 2019-2020 Salary
136	Chesapeake City Public Schools	560	CRESTWOOD MIDDLE	56,190.47
136	Chesapeake City Public Schools	590	GREAT BRIDGE MIDDLE	58,208.60
136	Chesapeake City Public Schools	600	SOUTHWESTERN ELEM	56,685.80
136	Chesapeake City Public Schools	610	DEEP CREEK MIDDLE	53,294.26
136	Chesapeake City Public Schools	620	SOUTHEASTERN ELEM	59,812.33
136	Chesapeake City Public Schools	630	B M WILLIAMS PRIMARY	54,578.34
136	Chesapeake City Public Schools	640	EDWIN W CHITTUM ELEM	56,602.60
136	Chesapeake City Public Schools	660	DEEP CREEK CENTRAL ELEM	53,526.30
136	Chesapeake City Public Schools	680	GREAT BRIDGE PRIMARY	53,625.81
136	Chesapeake City Public Schools	700	CRESTWOOD INTERMEDIATE	51,926.34
136	Chesapeake City Public Schools	710	INDIAN RIVER MIDDLE	54,111.19
136	Chesapeake City Public Schools	720	G A TREAKLE ELEM	55,091.13
136	Chesapeake City Public Schools	730	PORTLOCK PRIMARY	52,353.65
136	Chesapeake City Public Schools	740	WESTERN BRANCH MIDDLE	55,528.21
136	Chesapeake City Public Schools	750	SPARROW ROAD INTERMEDIATE	49,860.80
136	Chesapeake City Public Schools	770	BUTTS ROAD PRIMARY	59,770.14
136	Chesapeake City Public Schools	80	OSCAR F SMITH HIGH	57,047.10
136	Chesapeake City Public Schools	810	WESTERN BRANCH INT	54,605.16
136	Chesapeake City Public Schools	820	GEORGETOWN PRIMARY	55,615.15
136	Chesapeake City Public Schools	830	INDIAN RIVER HIGH	57,653.95
136	Chesapeake City Public Schools	840	WESTERN BRANCH HIGH	57,433.07
136	Chesapeake City Public Schools	850	GREAT BRIDGE INT	56,679.61
136	Chesapeake City Public Schools	860	BUTTS ROAD INT	58,064.65
136	Chesapeake City Public Schools	870	GREENBRIER INT.	52,149.11
136	Chesapeake City Public Schools	890	HICKORY HIGH	57,914.67
136	Chesapeake City Public Schools	90	CAMELOT ELEM	56,207.69
136	Chesapeake City Public Schools	900	CEDAR ROAD ELEM	55,381.46
136	Chesapeake City Public Schools	920	HUGO A OWENS MIDDLE	57,178.99
136	Chesapeake City Public Schools	950	GRASSFIELD ELEM	56,776.90
136	Chesapeake City Public Schools	960	GRASSFIELD HIGH	55,365.76
136	Chesapeake City Public Schools	971	TRUITT INTERMEDIATE	49,336.87
136	Chesapeake City Public Schools	972	GREENBRIER MIDDLE	57,831.28
136	Chesapeake City Public Schools	973	JOLLIFF MIDDLE	59,097.58
137	Lexington City Public Schools	1390	HARRINGTON WADDELL ELEM	51,457.00
137	Lexington City Public Schools	1440	LYLBURN DOWNING MIDDLE	49,149.00
139	Salem City Public Schools	100	ANDREW LEWIS MIDDLE	58,190.83
139	Salem City Public Schools	460	WEST SALEM ELEM	58,975.58
139	Salem City Public Schools	550	EAST SALEM ELEM	55,433.03
139	Salem City Public Schools	580	SOUTH SALEM ELEM	54,403.57
139	Salem City Public Schools	70	SALEM HIGH	55,637.48
139	Salem City Public Schools	90	G.W. CARVER ELEM	57,883.60
142	Poquoson City Public Schools	10	POQUOSON HIGH	49,480.00
142	Poquoson City Public Schools	130	POQUOSON MIDDLE	52,260.00
142	Poquoson City Public Schools	150	POQUOSON ELEM	48,066.00
142	Poquoson City Public Schools	160	POQUOSON PRIMARY	48,816.00
143	Manassas City Public Schools	10	WEEMS ELEM	64,089.00
143	Manassas City Public Schools	20	RICHARD C. HAYDON ELEM	68,877.00
143	Manassas City Public Schools	310	JENNIE DEAN ELEM	65,971.00
143	Manassas City Public Schools	370	OSBOURN HIGH	68,852.00
143	Manassas City Public Schools	470	BALDWIN ELEM	64,641.00
143	Manassas City Public Schools	471	BALDWIN INTERMEDIATE SCHOOL	63,702.00
143	Manassas City Public Schools	60	GEORGE CARR ROUND ELEM	74,292.00
143	Manassas City Public Schools	70	GRACE E. METZ MIDDLE	72,820.00
143	Manassas City Public Schools	80	MAYFIELD INTERMEDIATE	66,665.00
144	Manassas Park City Public Schools	30	MANASSAS PARK HIGH	59,530.63
144	Manassas Park City Public Schools	31	MANASSAS PARK MIDDLE	59,541.98
144	Manassas Park City Public Schools	420	MANASSAS PARK ELEM	58,997.84

## **Mandate for the Reporting Requirement**

### **Item 136, paragraph B.12., Chapter 854, 2019 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 2019 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	5,601,960,699.58
Classroom Instruction Supplemental Salaries and Wages	61100	1620	106,507,871.82
Guidance Services Instructional Salaries and Wages	61210	1120	250,999,592.53
Homebound Instruction Salaries and Wages	61230	1120	12,972,454.82
Media Services Instructional Salaries and Wages	61320	1120	3,801,948.21
Media Services Librarian Salaries and Wages	61320	1122	125,722,541.69
Technology Classroom Instruction Salaries and Wages	68100	1120	68,094,489.63
Technology Instructional Support Salaries and Wages	68200	1120	34,365,826.53
Contingency Reserve Instructional Salaries and Wages	69000	1120	-
Contingency Reserve Supplemental Salaries and Wages	69000	1620	-
<b>TOTAL:</b>			<b>6,204,425,424.81</b>

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

FTE Category	Function	Object	Total Amount
Instructional Classroom - Teacher	61100	1120	96,511.35
Guidance Counselors	61210	1120	4,004.20
Homebound Instructional	61230	1120	401.14
Media Instructional	61320	1120	62.87
Media Librarian	61320	1122	2,029.62
Technology Classroom Instruction	68100	1120	1,036.20
Technology Instructional Support	68200	1120	566.93
Contingency Reserve Instructional	69000	1120	-
Contingency Reserve Librarian	69000	1122	-
<b>TOTAL:</b>			<b>104,612.31</b>

<b>Total reported compensation expenditures are divided by the total reported FTEs to calculate the statewide average salary for fiscal year 2019:</b>	<b>\$59,297</b>
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### Fiscal Year 2019 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	203,585,659.62
Contingency Reserve, Principal Salaries and Wages	69000	1126	-
<b>TOTAL:</b>			<b>203,585,659.62</b>

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

FTE Category	Function	Object	Total Amount
Principals	61410	1126	1,963.17
Contingency Reserve Principals	69000	1126	-
<b>TOTAL:</b>			<b>1,963.17</b>

<b>Total reported compensation expenditures are divided by the total reported FTEs to calculate the statewide average salary for fiscal year 2019:</b>	<b>\$103,703</b>
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**Fiscal Year 2019 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	238,406,110.82
Contingency Reserve, Assistant Principal Salaries and Wages	69000	1127	-
<b>TOTAL:</b>			<b>238,406,110.82</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	2,815.78
Contingency Reserve Assistant Principals	69000	1127	-
<b>TOTAL:</b>			<b>2,815.78</b>

<b>Total reported compensation expenditures are divided by the total reported FTEs to calculate the statewide average salary for fiscal year 2019:</b>	<b>\$84,668</b>
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<sup>1</sup> Includes school divisions and regional programs.