



# COMMONWEALTH of VIRGINIA

Lisa Coons, Ed.D.  
Superintendent of Public Instruction

DEPARTMENT OF EDUCATION  
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January 10, 2024

The Honorable L. Louse Lucas, Chair  
Senate Finance and Appropriations  
General Assembly Building  
201 North 9th Street  
Richmond, Virginia 23219

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

Senator Lucas and Delegate Torian:

Pursuant to Item 137, paragraph B.12., Chapter 1, 2023 Special Session I Acts of Assembly, I am pleased to transmit the 2023-2024 Teacher Salary Survey report prepared by the Virginia Department of Education.

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

Sincerely,

A handwritten signature in black ink, appearing to read "Lisa Coons".

Lisa Coons

LC/eml



# **2022-2023 TEACHER SALARY SURVEY RESULTS**

January 10, 2024

# **DLAS Document Summary**

## **DLAS Document**

2022-2023 Teacher Salary Survey Results

### **Author**

Department of Education

### **Enabling Authority**

Item 137, paragraph B.12., Chapter 1, 2023 Special Session I Acts of Assembly

### **Executive Summary**

Item 137, paragraph B.12., Chapter 1, 2023 Special Session I 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 Appropriations and House Appropriations Committees. Beginning in 2008-2009, the report also includes information on starting salaries by school division and average teacher salaries by school.

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 2023 and 2024. The report shows salary information from fiscal years 2022, 2023, and 2024 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 2023 to fiscal year 2024. The average budgeted classroom teacher salary for fiscal year 2024 is \$70,441; this is a 3.12 percent increase from fiscal year 2023.

The average budgeted principal salary for fiscal year 2024 is \$124,352; this is a 6.21 percent increase from fiscal year 2023.

The average budgeted assistant principal salary for fiscal year 2024 is \$102,734; this is a 5.95 percent increase from fiscal year 2023.

Competitive teacher compensation is a complex topic that is confounded by many different variables. Virginia is one of 29 states that allows teacher salaries to be set by individual school divisions. This allows divisions the flexibility to meet their own needs, and as a result, teacher pay in Virginia is not uniform across the state. Many differences in pay can be associated with adjusting to the differences in markets and costs of living and support school divisions recruitment. Due to this division variability, state averages mask differences in regional labor markets and the differences across roles, subjects, and divisions.

Note, these averages will not match exactly to the averages shown in the How Does Virginia Compensate Teachers companion report to the SB 1215 Competitive Pay Study because the averages utilized in that companion report were from the FY 2022 Superintendent's Annual Report for Virginia.

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## Statewide Averages - Summary

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

	<b>Statewide:</b>
FY 2022 Actual Average Teacher Salary	\$64,427
FY 2023 Actual Average Teacher Salary <sup>2</sup>	\$68,308
Average Percentage Change, FY 2022 to FY 2023	6.02%
FY 2024 Budgeted Average Teacher Salary <sup>3</sup>	\$70,441
Budgeted Percentage Change, FY 2023 to FY 2024	3.12%

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

	<b>Statewide:</b>
FY 2022 Actual Average Principal Salary	\$111,331
FY 2023 Actual Average Principal Salary <sup>2</sup>	\$117,084
Average Percentage Change, FY 2022 to FY 2023	5.17%
FY 2024 Budgeted Average Principal Salary <sup>3</sup>	\$124,352
Budgeted Percentage Change, FY 2023 to FY 2024	6.21%

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

	<b>Statewide:</b>
FY 2022 Actual Average Assistant Principal Salary	\$93,055
FY 2023 Actual Average Assistant Principal Salary <sup>2</sup>	\$96,969
Average Percentage Change, FY 2022 to FY 2023	4.21%
FY 2024 Budgeted Average Assistant Principal Salary <sup>3</sup>	\$102,734
Budgeted Percentage Change, FY 2023 to FY 2024	5.95%

<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 2022-2023 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 2022-2023 Annual School Report. Averages calculated on the basis of statewide totals.

**Data Excerpted from the National Education Association's (NEA)  
"Rankings of the States 2022 and Estimates of School Statistics 2023" Report**

<https://www.nea.org/sites/default/files/2020-10/2020%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 2022-2023, Rankings, Table B-6  
Average Salaries (\$) of Public School Teachers, 2021–22**

Rank	State	School Year 2021–22 Average Salary
1	NEW YORK	\$91,097
2	MASSACHUSETTS	\$89,538
3	CALIFORNIA	\$88,508
4	DISTRICT OF COLUMBIA	\$82,523
5	WASHINGTON	\$81,510
6	CONNECTICUT	\$81,185
7	NEW JERSEY	\$79,045
8	RHODE ISLAND	\$76,852
9	MARYLAND	\$75,766
10	ALASKA	\$74,167
11	PENNSYLVANIA	\$73,072
12	ILLINOIS	\$72,315
13	OREGON	\$70,402
14	HAWAII	\$67,000
	<b>UNITED STATES</b>	<b>\$66,745</b>
15	DELAWARE	\$65,647
16	MICHIGAN	\$64,884
17	OHIO	\$64,353
18	MINNESOTA	\$64,184
19	VERMONT	\$62,866
20	NEW HAMPSHIRE	\$62,783
21	GEORGIA	\$62,240
<b>22</b>	<b>VIRGINIA</b>	<b>\$61,367</b>
23	WYOMING	\$60,819
24	WISCONSIN	\$60,724
25	COLORADO	\$60,130
26	UTAH	\$59,671
27	IOWA	\$59,581
28	TEXAS	\$58,887
29	MAINE	\$58,757
30	NEVADA	\$57,804
31	NEBRASKA	\$57,420
32	ARIZONA	\$56,775
33	ALABAMA	\$55,834
34	NORTH DAKOTA	\$55,666
35	KANSAS	\$54,988
36	NORTH CAROLINA	\$54,863
37	SOUTH CAROLINA	\$54,814
38	OKLAHOMA	\$54,804
39	INDIANA	\$54,596
40	KENTUCKY	\$54,574
41	NEW MEXICO	\$54,272
42	IDAHO	\$54,232
43	LOUISIANA	\$54,097
44	MONTANA	\$53,628
45	TENNESSEE	\$53,285
46	ARKANSAS	\$52,610
47	MISSOURI	\$52,481
48	FLORIDA	\$51,230
49	SOUTH DAKOTA	\$50,592
50	WEST VIRGINIA	\$50,315
51	MISSISSIPPI	\$47,902

**Virginia Department of Education**  
**2023-2024 Salary Survey - Teachers**

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

Division	Name	FY 2022 Actual Average Teacher Salary	FY 2023 Actual Average Teacher Salary	FY 2022 to FY 2023 Percent Increase/ (Decrease)	FY 2024 Budgeted Average Teacher Salary	FY 2023 to FY 2024 Percent Increase/ (Decrease)
<b>School Divisions</b>						
<b>Counties</b>						
001	Accomack County Public Schools	57,536	60,352	4.89%	61,769	2.35%
002	Albemarle County Public Schools	61,079		<b>Did Not Submit</b>		
003	Alleghany County Public Schools	49,941	53,501	7.13%	52,724	(1.45%)
004	Amelia County Public Schools	57,395	58,581	2.07%	53,663	(8.39%)
005	Amherst County Public Schools	51,209	55,454	8.29%	54,750	(1.27%)
006	Appomattox County Public Schools	51,615	53,074	2.83%	51,158	(3.61%)
007	Arlington County Public Schools	88,530	93,141	5.21%	102,939	10.52%
008	Augusta County Public Schools	53,123	56,004	5.42%	56,335	0.59%
009	Bath County Public Schools	50,811	52,367	3.06%	56,086	7.10%
010	Bedford County Public Schools	50,531	53,300	5.48%	54,628	2.49%
011	Bland County Public Schools	51,614	48,358	(6.31%)	48,891	1.10%
012	Botetourt County Public Schools	57,898	60,072	3.75%	62,696	4.37%
013	Brunswick County Public Schools	47,013	46,738	(0.58%)	50,731	8.54%
014	Buchanan County Public Schools	47,128	49,296	4.60%	45,180	(8.35%)
015	Buckingham County Public Schools	53,390	54,228	1.57%	48,147	(11.21%)
016	Campbell County Public Schools	51,976	54,386	4.64%	59,630	9.64%
017	Caroline County Public Schools	50,453	53,013	5.07%	52,940	(0.14%)
018	Carroll County Public Schools	53,705	60,329	12.33%	52,500	(12.98%)
019	Charles City County Public Schools	60,039	41,950	(30.13%)	55,564	32.45%
020	Charlotte County Public Schools	48,398	51,356	6.11%	49,223	(4.15%)
021	Chesterfield County Public Schools	56,444	60,825	7.76%	64,512	6.06%
022	Clarke County Public Schools	58,077	61,931	6.64%	65,456	5.69%
023	Craig County Public Schools	45,312	50,089	10.54%	50,718	1.25%
024	Culpeper County Public Schools	54,118	57,547	6.34%	63,076	9.61%
025	Cumberland County Public Schools	60,404	60,071	(0.55%)	59,393	(1.13%)
026	Dickenson County Public Schools	43,121	43,997	2.03%	47,701	8.42%
027	Dinwiddie County Public Schools	62,552	65,867	5.30%	64,123	(2.65%)
028	Essex County Public Schools	56,277	56,903	1.11%	56,284	(1.09%)
029	Fairfax County Public Schools <sup>1</sup>	77,537	82,147	5.95%	87,093	6.02%
030	Fauquier County Public Schools	59,299	67,653	14.09%	67,685	0.05%
031	Floyd County Public Schools	49,887	52,785	5.81%	55,076	4.34%
032	Fluvanna County Public Schools	54,847	60,322	9.98%	67,982	12.70%
033	Franklin County Public Schools	53,910	55,737	3.39%	51,181	(8.17%)
034	Frederick County Public Schools	60,028	62,671	4.40%	64,914	3.58%
035	Giles County Public Schools	46,325	54,441	17.52%	58,793	7.99%
036	Gloucester County Public Schools	57,960	59,741	3.07%	62,119	3.98%
037	Goochland County Public Schools	56,748	60,586	6.76%	63,835	5.36%
038	Grayson County Public Schools	47,615	52,463	10.18%	60,142	14.64%
039	Greene County Public Schools	53,927	57,389	6.42%	62,017	8.07%
040	Greensville County Public Schools <sup>2</sup>	38,501		<b>Did Not Submit</b>		
041	Halifax County Public Schools	51,519	55,958	8.62%	51,445	(8.06%)
042	Hanover County Public Schools	65,463	57,881	(11.58%)	61,984	7.09%
043	Henrico County Public Schools	56,251	64,952	15.47%	71,007	9.32%
044	Henry County Public Schools	58,123	63,346	8.99%	59,754	(5.67%)
045	Highland County Public Schools	49,189	48,945	(0.49%)	44,329	(9.43%)
046	Isle Of Wight County Public Schools	58,541		<b>Did Not Submit</b>		
048	King George County Public Schools	54,800	59,176	7.98%	65,027	9.89%
049	King And Queen County Public Schools	52,930	50,526	(4.54%)	54,438	7.74%
050	King William County Public Schools	53,696	56,018	4.32%	65,198	16.39%
051	Lancaster County Public Schools	57,190	64,860	13.41%	56,972	(12.16%)
052	Lee County Public Schools	54,228	50,775	(6.37%)	55,748	9.79%
053	Loudoun County Public Schools	79,369	83,159	4.77%	85,375	2.67%
054	Louisa County Public Schools	66,404	67,559	1.74%	59,931	(11.29%)
055	Lunenburg County Public Schools	56,276	61,295	8.92%	56,959	(7.07%)
056	Madison County Public Schools	53,437	56,504	5.74%	50,537	(10.56%)
057	Mathews County Public Schools	58,984	64,589	9.50%	58,668	(9.17%)
058	Mecklenburg County Public Schools	46,539	47,053	1.10%	52,296	11.14%
059	Middlesex County Public Schools	57,801	63,135	9.23%	58,202	(7.81%)

**Virginia Department of Education**  
**2023-2024 Salary Survey - Teachers**

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

Division	Name	FY 2022 Actual Average Teacher Salary	FY 2023 Actual Average Teacher Salary	FY 2022 to FY 2023 Percent Increase/ (Decrease)	FY 2024 Budgeted Average Teacher Salary	FY 2023 to FY 2024 Percent Increase/ (Decrease)
060	Montgomery County Public Schools	54,643	55,640	1.82%	53,695	(3.49%)
062	Nelson County Public Schools	57,677	60,417	4.75%	61,947	2.53%
063	New Kent County Public Schools	55,449	59,334	7.01%	61,089	2.96%
065	Northampton County Public Schools	47,064	51,569	9.57%	56,910	10.36%
066	Northumberland County Public Schools	55,617			<b>Did Not Submit</b>	
067	Nottoway County Public Schools	58,593	54,106	(7.66%)	58,165	7.50%
068	Orange County Public Schools	54,425	56,675	4.13%	56,932	0.45%
069	Page County Public Schools	50,595	54,038	6.80%	60,470	11.90%
070	Patrick County Public Schools	50,756	52,650	3.73%	51,269	(2.62%)
071	Pittsylvania County Public Schools	51,665	56,048	8.48%	55,602	(0.80%)
072	Powhatan County Public Schools	62,574	58,126	(7.11%)	61,296	5.45%
073	Prince Edward County Public Schools	54,587	54,792	0.37%	62,038	13.23%
074	Prince George County Public Schools	54,846	60,887	11.01%	65,988	8.38%
075	Prince William County Public Schools	72,883	78,769	8.08%	81,085	2.94%
077	Pulaski County Public Schools	52,854	56,999	7.84%	56,163	(1.47%)
078	Rappahannock County Public Schools	62,662	69,526	10.95%	67,077	(3.52%)
079	Richmond County Public Schools	56,468	60,973	7.98%	59,347	(2.67%)
080	Roanoke County Public Schools	53,580	57,017	6.41%	63,441	11.27%
081	Rockbridge County Public Schools	53,730	55,230	2.79%	51,290	(7.13%)
082	Rockingham County Public Schools	54,540	61,803	13.32%	58,968	(4.59%)
083	Russell County Public Schools	43,101	50,430	17.00%	46,474	(7.84%)
084	Scott County Public Schools	51,289	54,291	5.85%	51,714	(4.75%)
085	Shenandoah County Public Schools	56,039	61,201	9.21%	63,316	3.46%
086	Smyth County Public Schools	48,709	51,708	6.16%	52,322	1.19%
087	Southampton County Public Schools	50,617	53,105	4.92%	58,814	10.75%
088	Spotsylvania County Public Schools	57,720	63,554	10.11%	65,008	2.29%
089	Stafford County Public Schools	62,008	68,689	10.77%	69,226	0.78%
090	Surry County Public Schools	57,919	58,181	0.45%	53,760	(7.60%)
091	Sussex County Public Schools	56,640	62,362	10.10%	58,607	(6.02%)
092	Tazewell County Public Schools	48,159	54,152	12.45%	56,002	3.42%
093	Warren County Public Schools	59,921	60,767	1.41%	60,312	(0.75%)
094	Washington County Public Schools	57,209	55,483	(3.02%)	52,780	(4.87%)
095	Westmoreland County Public Schools	59,339	59,026	(0.53%)	61,571	4.31%
096	Wise County Public Schools	51,425			<b>Did Not Submit</b>	
097	Wythe County Public Schools	49,966	53,316	6.70%	51,196	(3.98%)
098	York County Public Schools	62,990	57,474	(8.76%)	57,929	0.79%
<b>Cities</b>						
101	Alexandria City Public Schools	82,972	84,474	1.81%	89,336	5.75%
102	Bristol City Public Schools	61,107	62,922	2.97%	57,143	(9.18%)
103	Buena Vista City Public Schools	53,477	54,777	2.43%	51,802	(5.43%)
104	Charlottesville City Public Schools	66,283	68,423	3.23%	69,850	2.09%
106	Colonial Heights City Public Schools	60,342	63,518	5.26%	66,172	4.18%
108	Danville City Public Schools	55,049	63,378	15.13%	54,944	(13.31%)
109	Falls Church City Public Schools	85,849	88,858	3.50%	82,326	(7.35%)
110	Fredericksburg City Public Schools	59,536	63,579	6.79%	62,916	(1.04%)
111	Galax City Public Schools	48,682	53,556	10.01%	56,780	6.02%
112	Hampton City Public Schools	57,929	57,688	(0.42%)	56,243	(2.50%)
113	Harrisonburg City Public Schools	59,664	66,199	10.95%	62,139	(6.13%)
114	Hopewell City Public Schools	56,762	62,331	9.81%	56,777	(8.91%)
115	Lynchburg City Public Schools	51,675	53,097	2.75%	49,559	(6.66%)
116	Martinsville City Public Schools	50,718	50,468	(0.49%)	53,377	5.76%
117	Newport News City Public Schools	61,861	71,370	15.37%	69,767	(2.25%)
118	Norfolk City Public Schools	63,851	65,605	2.75%	65,746	0.22%
119	Norton City Public Schools	54,238	52,896	(2.47%)	55,793	5.48%
120	Petersburg City Public Schools	52,791	56,210	6.48%	57,746	2.73%
121	Portsmouth City Public Schools	57,486	58,945	2.54%	68,397	16.04%
122	Radford City Public Schools	54,165	58,387	7.80%	57,965	(0.72%)
123	Richmond City Public Schools	55,361	59,857	8.12%	66,921	11.80%
124	Roanoke City Public Schools	59,871	67,567	12.85%	67,104	(0.69%)
126	Staunton City Public Schools	56,182	58,529	4.18%	59,306	1.33%



**Virginia Department of Education  
2023-2024 Salary Survey - Teachers**

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

Division	Name	FY 2022 Actual Average Teacher Salary	FY 2023 Actual Average Teacher Salary	FY 2022 to FY 2023 Percent Increase/ (Decrease)	FY 2024 Budgeted Average Teacher Salary	FY 2023 to FY 2024 Percent Increase/ (Decrease)
127	Suffolk City Public Schools	64,482	63,446	(1.61%)	60,975	(3.90%)
128	Virginia Beach City Public Schools	64,011	63,494	(0.81%)	63,346	(0.23%)
130	Waynesboro City Public Schools	52,894	58,011	9.67%	56,439	(2.71%)
131	Williamsburg Public Schools <sup>3</sup>	68,955	69,742	1.14%	65,509	(6.07%)
132	Winchester City Public Schools	55,468	63,335	14.18%	69,013	8.97%
135	Franklin City Public Schools	56,270	60,460	7.45%	61,413	1.58%
136	Chesapeake City Public Schools	64,304	69,405	7.93%	70,181	1.12%
137	Lexington City Public Schools	50,277	55,021	9.44%	52,081	(5.34%)
139	Salem City Public Schools	62,718	65,429	4.32%	68,411	4.56%
142	Poquoson City Public Schools	55,716	59,137	6.14%	61,561	4.10%
143	Manassas City Public Schools	74,788	74,865	0.10%	78,907	5.40%
144	Manassas Park City Public Schools	66,761	71,375	6.91%	69,689	(2.36%)
<b>Towns</b>						
202	Colonial Beach Public Schools	48,617	51,364	5.65%	54,965	7.01%
207	West Point Public Schools	49,796	59,977	20.44%	55,557	(7.37%)
<b>Average for School Divisions<sup>4</sup>:</b>		<b>64,442</b>	<b>68,309</b>	<b>6.00%</b>	<b>70,448</b>	<b>3.13%</b>

**Governor's Schools**

260	Central Virginia Governor's School	71,091	75,158	5.72%	75,702	0.72%
261	Southwest Virginia Governor's School	54,434	67,799	24.55%	65,638	(3.19%)
262	Governor's School For The Arts	46,206	50,597	9.50%	51,240	1.27%
263	Roanoke Valley Governor's School	57,802	71,547	23.78%	73,152	2.24%
264	New Horizons Governor's School	70,991	76,101	7.20%	75,935	(0.22%)
265	Shenandoah Valley Governor's School	55,733	62,128	11.47%	59,477	(4.27%)
266	Governor's School Global Economics/Tech	57,973	59,271	2.24%	59,346	0.13%
267	Appomattox Regional Governor's School	55,469	58,100	4.74%	58,536	0.75%
268	A. Linwood Holton Governor's School	60,696	68,359	12.63%	70,249	2.77%
269	Chesapeake Bay Governor's School	60,134	64,670	7.54%	64,670	0.00%
270	Commonwealth Governor's School	67,961	71,528	5.25%	80,957	13.18%
271	Maggie L. Walker Governor's School	71,055	71,994	1.32%	58,902	(18.19%)
272	Thomas Jefferson High School	91,690	94,686	3.27%	101,811	7.53%
273	Blue Ridge Governor's School	33,245	51,278	54.24%	53,529	4.39%
274	Jackson River Governor's School	-	-	<b>Did Not Submit</b>	-	-
275	Massanutten Governor's School	61,178	65,322	6.77%	65,347	0.04%
276	Piedmont Governor's School	51,994	54,596	5.01%	57,502	5.32%
277	Mountain Vista Governor's School	52,639	79,802	51.60%	77,652	(2.69%)
278	Governor's School at Innovation Park	77,329	84,618	9.43%	86,798	2.58%
<b>Average for Governor's Schools<sup>4</sup>:</b>		<b>70,743</b>	<b>75,754</b>	<b>7.08%</b>	<b>76,766</b>	<b>1.34%</b>

**Special Education Regional Programs**

281	Middle Peninsula Special Education Program	44,912	56,044	24.79%	60,451	7.86%
282	Laurel Regional Special Education Center	68,125	67,171	(1.40%)	68,046	1.30%
283	Northern Neck Special Education Program	55,582	59,304	6.70%	61,267	3.31%
284	Northwestern Regional Education Program	60,286	60,028	(0.43%)	62,664	4.39%
285	Peninsula Area Cooperative Education Services	73,981	62,456	(15.58%)	64,370	3.06%
286	Piedmont Regional Education Program	41,564	82,775	99.15%	75,713	(8.53%)
287	Shenandoah Valley Regional Program	-	-	-	-	-
288	Southeastern Cooperative Educational Program	60,520	65,008	7.42%	66,340	2.05%
290	N. Virginia Regional Special Education Program	-	-	<b>Did Not Submit</b>	-	-
292	Henry Co/Martinsville Regional Program	39,552	40,485	2.36%	56,374	39.25%
299	Roanoke Valley Regional Board	-	-	<b>Did Not Submit</b>	-	-
<b>Average for Special Education Programs<sup>4</sup>:</b>		<b>60,361</b>	<b>64,695</b>	<b>7.18%</b>	<b>65,986</b>	<b>2.00%</b>

**Career and Technical Education Regional Programs**

301	Charlottesville-Albemarle Vocational-Technical	66,697	89,687	34.47%	97,743	8.98%
304	Massanutten Technical Center	59,650	65,205	9.31%	65,340	0.21%
306	Valley Vocational-Technical Center	49,306	56,283	14.15%	69,674	23.79%
307	New Horizons Regional Education Center	63,491	69,630	9.67%	69,134	(0.71%)
309	Rowanty Vocational-Technical Center	52,342	68,327	30.54%	69,802	2.16%

**Virginia Department of Education  
2023-2024 Salary Survey - Teachers**

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

Division	Name	FY 2022 Actual Average Teacher Salary	FY 2023 Actual Average Teacher Salary	FY 2022 to FY 2023 Percent Increase/ (Decrease)	FY 2024 Budgeted Average Teacher Salary	FY 2023 to FY 2024 Percent Increase/ (Decrease)
310	Northern Neck Vocational-Technical Center	59,892	60,281	0.65%	63,390	5.16%
311	Amelia-Nottoway Vocational-Technical Center	50,779	56,476	11.22%	57,831	2.40%
313	Bridging Communities Career and Technical Center	56,907	61,629	8.30%	64,288	4.31%
<b>Average for Career and Technical Education Programs<sup>4</sup>:</b>		<b>57,814</b>	<b>65,912</b>	<b>14.01%</b>	<b>69,415</b>	<b>5.32%</b>

**Regional Alternative Education Programs**

401	Lynchburg City Secondary Alternative	49,603	51,603	4.03%	47,792	(7.39%)
402	Enterprise Academy/Newport News City	61,156	88,663	44.98%	64,744	(26.98%)
403	Tidewater Regional Alternative Education	48,271	49,732	3.03%	67,997	36.73%
404	Regional Alternative Plus Self Project/Roanoke	77,490	64,041	(17.36%)	67,243	5.00%
405	Transition Support Resource Center/Fairfax	95,010	81,824	(13.88%)	95,522	16.74%
406	Project Return/Fluvanna County	48,000	50,000	4.17%	57,227	14.45%
407	Behav Disord Youth/Montgomery	55,268	60,129	8.79%	69,589	15.73%
408	Petersburg Regional Alternative	54,037	51,812	(4.12%)	51,812	0.00%
409	Regional Alternative/Pittsylvania Co	45,625	47,043	3.11%	54,369	15.57%
410	Project Return/Powhatan Co	61,064	64,863	6.22%	68,106	5.00%
411	Crossroads Alternative/Bristol City	55,352	57,364	3.64%	53,020	(7.57%)
412	Metro Richmond Alternative Ed	64,724	45,396	(29.86%)	51,437	13.31%
413	Regional Alternative Ed/Stafford Co	73,036	63,659	(12.84%)	68,815	8.10%
414	Southside L.I.N.K. Project/Brunswick Co	47,823	45,046	(5.81%)	45,046	0.00%
415	Regional Alternative Ed/King William	24,002	31,140	29.74%	50,909	63.48%
416	New Dominion/Prince William Co	81,891	87,009	6.25%	76,022	(12.63%)
417	Project Bridge/Russell Co	43,547	43,849	0.69%	43,987	0.31%
418	Regional Alternative/Wythe Co	57,880	61,603	6.43%	59,837	(2.87%)
420	Piedmont Alternative School	900	-		47,300	
421	Northern Neck Regional Alternative Education	45,759	70,746	54.61%	74,283	5.00%
423	Breaking Barriers Alternative Ed/Henry Co	27,538	31,568	14.63%	32,973	4.45%
424	Carroll/Galax/Joy Ranch Reg Alternative Ed	55,524	54,539	(1.77%)	-	
426	Regional Learning Academy/Wise Co	55,237	62,290	12.77%	62,338	0.08%
427	Regional Community Alternative Ed Continuum	52,401	64,850	23.76%	61,861	(4.61%)
428	Project Renew/Norhampton Co	69,529	70,270	1.07%	77,022	9.61%
429	Renaissance/Scott Co	53,439	54,016	1.08%	54,016	0.00%
431	Regional Alternative Education Center/Buena Vista	53,384	60,326	13.00%	63,342	5.00%
432	Code RVA	51,442	63,245	22.95%	66,119	4.54%
433	Valley Regional Alternative Ed	48,451	60,092	24.03%	60,890	1.33%
<b>Average for Regional Alternative Education Programs<sup>4</sup>:</b>		<b>48,451</b>	<b>59,985</b>	<b>23.81%</b>	<b>62,141</b>	<b>3.59%</b>

**Statewide Average<sup>4</sup>: 64,427 68,308 6.02% 70,441 3.12%**

<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  
2023-2024 Salary Survey - Principals**

Division	Name	FY 2022 Actual Average Principal Salary	FY 2023 Actual Average Principal Salary	FY 2022 to FY 2023 Percent Increase/ (Decrease)	FY 2024 Budgeted Average Principal Salary	FY 2023 to FY 2024 Percent Increase/ (Decrease)
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**School Divisions**

**Counties**

001	Accomack County Public Schools	85,896	92,114	7.24%	101,578	10.27%
002	Albemarle County Public Schools	102,489		<b>Did Not Submit</b>		
003	Alleghany County Public Schools	84,839	90,037	6.13%	93,604	3.96%
004	Amelia County Public Schools	96,704	99,810	3.21%	106,967	7.17%
005	Amherst County Public Schools	91,358	95,023	4.01%	102,662	8.04%
006	Appomattox County Public Schools	83,100	84,675	1.90%	88,225	4.19%
007	Arlington County Public Schools	148,088	163,441	10.37%	168,055	2.82%
008	Augusta County Public Schools	92,261	98,858	7.15%	101,776	2.95%
009	Bath County Public Schools	87,889	82,951	(5.62%)	86,704	4.52%
010	Bedford County Public Schools	92,090	95,606	3.82%	91,931	(3.84%)
011	Bland County Public Schools	78,525	85,169	8.46%	92,074	8.11%
012	Botetourt County Public Schools	91,440	103,211	12.87%	105,276	2.00%
013	Brunswick County Public Schools	80,039	75,851	(5.23%)	89,823	18.42%
014	Buchanan County Public Schools	74,410	76,565	2.90%	75,122	(1.88%)
015	Buckingham County Public Schools	90,490	92,918	2.68%	79,421	(14.53%)
016	Campbell County Public Schools	108,638	114,082	5.01%	123,127	7.93%
017	Caroline County Public Schools	98,470	107,297	8.97%	112,737	5.07%
018	Carroll County Public Schools	93,705	101,681	8.51%	92,305	(9.22%)
019	Charles City County Public Schools	97,792	92,641	(5.27%)	101,115	9.15%
020	Charlotte County Public Schools	75,741	77,644	2.51%	77,476	(0.22%)
021	Chesterfield County Public Schools	115,189	126,996	10.25%	135,485	6.68%
022	Clarke County Public Schools	112,042	126,066	12.52%	132,369	5.00%
023	Craig County Public Schools	70,109	67,942	(3.09%)	70,257	3.41%
024	Culpeper County Public Schools	103,693	110,008	6.09%	117,798	7.08%
025	Cumberland County Public Schools	90,214	98,330	9.00%	103,246	5.00%
026	Dickenson County Public Schools	87,467	92,985	6.31%	97,320	4.66%
027	Dinwiddie County Public Schools	94,196	100,127	6.30%	102,387	2.26%
028	Essex County Public Schools	80,059	85,327	6.58%	106,383	24.68%
029	Fairfax County Public Schools <sup>1</sup>	150,016	155,330	3.54%	164,664	6.01%
030	Fauquier County Public Schools	98,742	115,232	16.70%	118,659	2.97%
031	Floyd County Public Schools	81,573	83,501	2.36%	86,281	3.33%
032	Fluvanna County Public Schools	96,165	100,978	5.00%	113,398	12.30%
033	Franklin County Public Schools	88,678	93,301	5.21%	111,826	19.85%
034	Frederick County Public Schools	110,822	114,219	3.07%	123,050	7.73%
035	Giles County Public Schools	84,578	88,459	4.59%	97,942	10.72%
036	Gloucester County Public Schools	96,820	102,233	5.59%	104,926	2.63%
037	Goochland County Public Schools	103,047	109,379	6.15%	116,609	6.61%
038	Grayson County Public Schools	82,601	86,363	4.55%	83,611	(3.19%)
039	Greene County Public Schools	94,588	101,237	7.03%	100,416	(0.81%)
040	Greensville County Public Schools <sup>2</sup>	55,259		<b>Did Not Submit</b>		
041	Halifax County Public Schools	81,051	60,148	(25.79%)	93,685	55.76%
042	Hanover County Public Schools	105,114	115,064	9.47%	124,537	8.23%
043	Henrico County Public Schools	104,146	116,863	12.21%	126,445	8.20%
044	Henry County Public Schools	79,136	83,881	6.00%	88,532	5.55%
045	Highland County Public Schools	71,388	82,584	15.68%	82,584	0.00%
046	Isle Of Wight County Public Schools	95,979		<b>Did Not Submit</b>		
048	King George County Public Schools	109,462	118,548	8.30%	130,178	9.81%
049	King And Queen County Public Schools	81,317	83,038	2.12%	88,358	6.41%
050	King William County Public Schools	95,148	97,762	2.75%	101,600	3.93%
051	Lancaster County Public Schools	93,893	94,047	0.16%	97,208	3.36%
052	Lee County Public Schools	69,418	77,060	11.01%	73,966	(4.02%)
053	Loudoun County Public Schools	163,013	166,907	2.39%	172,547	3.38%
054	Louisa County Public Schools	122,971	130,000	5.72%	129,716	(0.22%)
055	Lunenburg County Public Schools	75,455	78,661	4.25%	84,166	7.00%
056	Madison County Public Schools	108,924	114,419	5.04%	120,110	4.97%
057	Mathews County Public Schools	105,841	97,001	(8.35%)	106,081	9.36%
058	Mecklenburg County Public Schools	109,962	85,751	(22.02%)	102,902	20.00%
059	Middlesex County Public Schools	87,750	95,721	9.08%	100,553	5.05%

**Virginia Department of Education**  
**2023-2024 Salary Survey - Principals**

Division	Name	FY 2022 Actual Average Principal Salary	FY 2023 Actual Average Principal Salary	FY 2022 to FY 2023 Percent Increase/ (Decrease)	FY 2024 Budgeted Average Principal Salary	FY 2023 to FY 2024 Percent Increase/ (Decrease)
060	Montgomery County Public Schools	93,711	99,208	5.87%	110,239	11.12%
062	Nelson County Public Schools	106,925	105,448	(1.38%)	112,633	6.81%
063	New Kent County Public Schools	95,846	103,811	8.31%	110,080	6.04%
065	Northampton County Public Schools	94,683	89,922	(5.03%)	102,043	13.48%
066	Northumberland County Public Schools	91,747			<b>Did Not Submit</b>	
067	Nottoway County Public Schools	85,813	90,198	5.11%	104,470	15.82%
068	Orange County Public Schools	107,974	113,843	5.43%	105,373	(7.44%)
069	Page County Public Schools	86,052	93,236	8.35%	96,230	3.21%
070	Patrick County Public Schools	76,402	82,185	7.57%	86,294	5.00%
071	Pittsylvania County Public Schools	88,267	93,893	6.37%	98,554	4.96%
072	Powhatan County Public Schools	99,811	102,576	2.77%	106,859	4.18%
073	Prince Edward County Public Schools	87,059	96,514	10.86%	103,667	7.41%
074	Prince George County Public Schools	90,088	81,283	(9.77%)	107,282	31.99%
075	Prince William County Public Schools	137,161	142,465	3.87%	156,919	10.15%
077	Pulaski County Public Schools	91,563	94,937	3.68%	100,818	6.19%
078	Rappahannock County Public Schools	93,908	107,710	14.70%	103,328	(4.07%)
079	Richmond County Public Schools	106,770	112,511	5.38%	109,707	(2.49%)
080	Roanoke County Public Schools	100,273	109,748	9.45%	111,705	1.78%
081	Rockbridge County Public Schools	85,181	90,246	5.95%	96,714	7.17%
082	Rockingham County Public Schools	96,679	100,957	4.42%	107,667	6.65%
083	Russell County Public Schools	81,518	81,535	0.02%	81,538	0.00%
084	Scott County Public Schools	81,243	84,107	3.53%	86,678	3.06%
085	Shenandoah County Public Schools	104,854	108,415	3.40%	113,926	5.08%
086	Smyth County Public Schools	87,842	91,981	4.71%	97,302	5.79%
087	Southampton County Public Schools	81,526	75,656	(7.20%)	82,920	9.60%
088	Spotsylvania County Public Schools	125,708	128,655	2.34%	136,276	5.92%
089	Stafford County Public Schools	123,055	125,937	2.34%	130,823	3.88%
090	Surry County Public Schools	87,799	87,708	(0.10%)	92,543	5.51%
091	Sussex County Public Schools	101,046	96,134	(4.86%)	100,941	5.00%
092	Tazewell County Public Schools	86,935	91,662	5.44%	96,662	5.45%
093	Warren County Public Schools	105,462	102,870	(2.46%)	115,777	12.55%
094	Washington County Public Schools	92,686	96,366	3.97%	102,479	6.34%
095	Westmoreland County Public Schools	97,705	98,260	0.57%	103,763	5.60%
096	Wise County Public Schools	91,585			<b>Did Not Submit</b>	
097	Wythe County Public Schools	87,188	93,497	7.24%	98,105	4.93%
098	York County Public Schools	101,679	103,041	1.34%	107,445	4.27%
<b>Cities</b>						
101	Alexandria City Public Schools	158,667	165,273	4.16%	170,930	3.42%
102	Bristol City Public Schools	95,458	99,090	3.80%	101,315	2.25%
103	Buena Vista City Public Schools	84,177	90,061	6.99%	93,052	3.32%
104	Charlottesville City Public Schools	116,717	112,838	(3.32%)	117,145	3.82%
106	Colonial Heights City Public Schools	104,574	106,539	1.88%	110,480	3.70%
108	Danville City Public Schools	87,817	96,729	10.15%	190,003	96.43%
109	Falls Church City Public Schools	149,034	159,873	7.27%	170,491	6.64%
110	Fredericksburg City Public Schools	104,159	95,354	(8.45%)	123,037	29.03%
111	Galax City Public Schools	86,388	92,733	7.34%	96,561	4.13%
112	Hampton City Public Schools	97,030	102,223	5.35%	104,502	2.23%
113	Harrisonburg City Public Schools	111,039	99,846	(10.08%)	115,603	15.78%
114	Hopewell City Public Schools	82,908	102,818	24.01%	109,968	6.95%
115	Lynchburg City Public Schools	88,052	93,468	6.15%	95,786	2.48%
116	Martinsville City Public Schools	89,276	87,899	(1.54%)	93,771	6.68%
117	Newport News City Public Schools	95,131	127,727	34.26%	110,393	(13.57%)
118	Norfolk City Public Schools	105,187	107,286	2.00%	124,760	16.29%
119	Norton City Public Schools	96,228	103,544	7.60%	107,585	3.90%
120	Petersburg City Public Schools	94,781	97,643	3.02%	105,057	7.59%
121	Portsmouth City Public Schools	102,763	114,045	10.98%	111,638	(2.11%)
122	Radford City Public Schools	89,402	93,920	5.05%	92,308	(1.72%)
123	Richmond City Public Schools	122,577	116,675	(4.82%)	123,734	6.05%
124	Roanoke City Public Schools	98,654	110,977	12.49%	100,723	(9.24%)
126	Staunton City Public Schools	97,626	105,136	7.69%	104,626	(0.49%)
127	Suffolk City Public Schools	97,241	101,806	4.70%	106,381	4.49%

**Virginia Department of Education  
2023-2024 Salary Survey - Principals**

Division	Name	FY 2022 Actual Average Principal Salary	FY 2023 Actual Average Principal Salary	FY 2022 to FY 2023 Percent Increase/ (Decrease)	FY 2024 Budgeted Average Principal Salary	FY 2023 to FY 2024 Percent Increase/ (Decrease)
128	Virginia Beach City Public Schools	107,085	110,798	3.47%	120,741	8.97%
130	Waynesboro City Public Schools	98,789	91,979	(6.89%)	96,564	4.98%
131	Williamsburg Public Schools <sup>3</sup>	91,324	109,229	19.61%	109,551	0.29%
132	Winchester City Public Schools	103,690	127,307	22.78%	137,861	8.29%
135	Franklin City Public Schools	93,939	93,566	(0.40%)	98,848	5.65%
136	Chesapeake City Public Schools	104,254	109,431	4.97%	113,727	3.93%
137	Lexington City Public Schools	72,584	78,336	7.92%	83,481	6.57%
139	Salem City Public Schools	113,570	117,974	3.88%	121,341	2.85%
142	Poquoson City Public Schools	93,390	98,399	5.36%	105,444	7.16%
143	Manassas City Public Schools	148,482	126,445	(14.84%)	149,902	18.55%
144	Manassas Park City Public Schools	101,947	103,159	1.19%	134,529	30.41%
<b>Towns</b>						
202	Colonial Beach Public Schools	91,244	101,880	11.66%	108,853	6.84%
207	West Point Public Schools	141,588	103,375	(26.99%)	94,900	(8.20%)
<b>Average for School Divisions*:</b>		<b>111,498</b>	<b>117,523</b>	<b>5.40%</b>	<b>124,647</b>	<b>6.06%</b>

**Governor's Schools**

260	Central Virginia Governor's School	122,735	128,871	5.00%	139,182	8.00%
261	Southwest Virginia Governor's School	112,480	121,478	8.00%	127,552	5.00%
262	Governor's School For The Arts	116,783	120,343	3.05%	125,143	3.99%
263	Roanoke Valley Governor's School	96,801	104,578	8.03%	108,547	3.80%
264	New Horizons Governor's School	-	-		129,125	
265	Shenandoah Valley Governor's School	85,716	92,573	8.00%	92,063	(0.55%)
266	Governor's School Global Economics/Tech	-	-		-	
267	Appomattox Regional Governor's School	-	-		-	
268	A. Linwood Holton Governor's School	-	-		110,750	
269	Chesapeake Bay Governor's School	-	-		-	
270	Commonwealth Governor's School	-	-		-	
271	Maggie L. Walker Governor's School	133,994	136,674	2.00%	154,225	12.84%
272	Thomas Jefferson High School	170,343	178,928	5.04%	186,139	4.03%
273	Blue Ridge Governor's School	-	-		-	
274	Jackson River Governor's School	-	-			
275	Massanutten Governor's School	86,798	89,829	3.49%	94,139	4.80%
276	Piedmont Governor's School	-	-		-	
277	Mountain Vista Governor's School	110,865	111,755	0.80%	121,551	8.77%
278	Governor's School at Innovation Park	145,834	156,629	7.40%	164,555	5.06%
<b>Average for Governor's Schools*:</b>		<b>117,998</b>	<b>123,918</b>	<b>5.02%</b>	<b>128,989</b>	<b>4.09%</b>

**Special Education Regional Programs**

281	Middle Peninsula Special Education Program	-	-		-	
282	Laurel Regional Special Education Center	87,455	94,452	8.00%	89,992	(4.72%)
283	Northern Neck Special Education Program	-	-		-	
284	Northwestern Regional Education Program	123,638	121,035	(2.11%)	121,170	0.11%
285	Peninsula Area Cooperative Education Services	-	-		-	
286	Piedmont Regional Education Program	94,945	109,053	14.86%	116,368	6.71%
287	Shenandoah Valley Regional Program	-	-		-	
288	Southeastern Cooperative Educational Program	103,232	90,249	(12.58%)	113,445	25.70%
290	N. Virginia Regional Special Education Program	-	-			
292	Henry Co/Martinsville Regional Program	-	-		-	
299	Roanoke Valley Regional Board	-	-			
<b>Average for Special Education Programs*:</b>		<b>103,073</b>	<b>92,588</b>	<b>(10.17%)</b>	<b>112,771</b>	<b>21.80%</b>

**Career and Technical Education Regional Programs**

301	Charlottesville-Albemarle Vocational-Technical	126,147	143,184	13.51%	149,939	4.72%
304	Massanutten Technical Center	102,700	107,776	4.94%	115,238	6.92%
306	Valley Vocational-Technical Center	100,000	100,101	0.10%	107,971	7.86%
307	New Horizons Regional Education Center	101,657	107,586	5.83%	112,115	4.21%
309	Rowanty Vocational-Technical Center	103,958	109,156	5.00%	114,614	5.00%

**Virginia Department of Education  
2023-2024 Salary Survey - Principals**

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310	Northern Neck Vocational-Technical Center	100,800	109,632	8.76%	96,600	(11.89%)
311	Amelia-Nottoway Vocational-Technical Center	84,506	96,271	13.92%	107,529	11.69%
313	Bridging Communities Career and Technical Center	-	-		113,558	
<b>Average for Career and Technical Education Programs<sup>4</sup>:</b>		<b>101,945</b>	<b>110,161</b>	<b>8.06%</b>	<b>113,765</b>	<b>3.27%</b>

**Regional Alternative Education Programs**

401	Lynchburg City Secondary Alternative	178,309	-		97,729	
402	Enterprise Academy/Newport News City	118,188	66,309	(43.90%)	110,250	66.27%
403	Tidewater Regional Alternative Education	96,115	97,778	1.73%	117,743	20.42%
404	Regional Alternative Plus Self Project/Roanoke	-	-		-	
405	Transition Support Resource Center/Fairfax	-	-		-	
406	Project Return/Fluvanna County	-	-		-	
407	Behav Disord Youth/Montgomery	88,986	81,149	(8.81%)	99,473	22.58%
408	Petersburg Regional Alternative	89,234	85,023	(4.72%)	85,023	0.00%
409	Regional Alternative/Pittsylvania Co	109,141	114,480	4.89%	118,258	3.30%
410	Project Return/Powhatan Co	-	-		-	
411	Crossroads Alternative/Bristol City	-	-		-	
412	Metro Richmond Alternative Ed	95,545	106,306	11.26%	102,416	(3.66%)
413	Regional Alternative Ed/Stafford Co	-	-		-	
414	Southside L.I.N.K. Project/Brunswick Co	-	-		-	
415	Regional Alternative Ed/King William	90,733	96,421	6.27%	99,576	3.27%
416	New Dominion/Prince William Co	164,858	168,916	2.46%	163,642	(3.12%)
417	Project Bridge/Russell Co	-	-		87,596	
418	Regional Alternative/Wythe Co	-	-		-	
420	Piedmont Alternative School	-	-		50,000	
421	Northern Neck Regional Alternative Education	-	-		-	
423	Breaking Barriers Alternative Ed/Henry Co	77,985	62,490	(19.87%)	71,444	14.33%
424	Carroll/Galax/Joy Ranch Reg Alternative Ed	-	-		-	
426	Regional Learning Academy/Wise Co	98,440	103,000	4.63%	142,857	38.70%
427	Regional Community Alternative Ed Continuum	111,055	115,363	3.88%	125,475	8.77%
428	Project Renew/Northampton Co	-	-		-	
429	Renaissance/Scott Co	69,000	80,208	16.24%	-	
431	Regional Alternative Education Center/Buena Vista	-	-		-	
432	Code RVA	110,617	141,871	0	144,369	1.76%
433	Valley Regional Alternative Ed	-	-		-	
<b>Average for Regional Alternative Education Programs<sup>4</sup>:</b>		<b>-</b>	<b>95,677</b>		<b>103,798</b>	<b>8.49%</b>

**Statewide Average<sup>4</sup>: 111,331 117,084 5.17% 124,352 6.21%**

<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**  
**2023-2024 Salary Survey - Assistant Principals**

Division	Name	FY 2022 Actual Average Assistant Principal Salary	FY 2023 Actual Average Assistant Principal Salary	FY 2022 to FY 2023 Percent Increase/ (Decrease)	FY 2024 Budgeted Average Assistant Principal Salary	FY 2023 to FY 2024 Percent Increase/ (Decrease)
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**School Divisions**

**Counties**

001	Accomack County Public Schools	64,590	67,622	4.69%	72,355	7.00%
002	Albemarle County Public Schools	87,613			<b>Did Not Submit</b>	
003	Alleghany County Public Schools	79,038	79,997	1.21%	85,912	7.39%
004	Amelia County Public Schools	70,227	81,524	16.09%	77,997	(4.33%)
005	Amherst County Public Schools	74,104	78,228	5.57%	81,446	4.11%
006	Appomattox County Public Schools	63,404	67,021	5.70%	66,741	(0.42%)
007	Arlington County Public Schools	122,981	135,371	10.07%	139,780	3.26%
008	Augusta County Public Schools	74,454	79,532	6.82%	83,990	5.60%
009	Bath County Public Schools	-	-		-	
010	Bedford County Public Schools	76,154	79,060	3.82%	82,064	3.80%
011	Bland County Public Schools	53,303	76,798	44.08%	83,646	8.92%
012	Botetourt County Public Schools	84,435	87,123	3.18%	88,865	2.00%
013	Brunswick County Public Schools	60,454	49,859	(17.53%)	67,393	35.17%
014	Buchanan County Public Schools	59,096	58,730	(0.62%)	61,958	5.50%
015	Buckingham County Public Schools	78,302	95,378	21.81%	76,009	(20.31%)
016	Campbell County Public Schools	81,119	84,368	4.01%	96,563	14.45%
017	Caroline County Public Schools	76,778	81,933	6.71%	79,380	(3.12%)
018	Carroll County Public Schools	73,417	85,951	17.07%	90,889	5.75%
019	Charles City County Public Schools	64,719	63,201	(2.34%)	84,547	33.77%
020	Charlotte County Public Schools	59,004	73,067	23.83%	73,067	0.00%
021	Chesterfield County Public Schools	75,933	82,253	8.32%	89,399	8.69%
022	Clarke County Public Schools	88,384	93,454	5.74%	98,127	5.00%
023	Craig County Public Schools	53,036	65,490	23.48%	64,809	(1.04%)
024	Culpeper County Public Schools	84,341	87,327	3.54%	98,967	13.33%
025	Cumberland County Public Schools	72,580	78,636	8.34%	84,854	7.91%
026	Dickenson County Public Schools	58,828	62,488	6.22%	67,070	7.33%
027	Dinwiddie County Public Schools	71,843	95,747	33.27%	86,120	(10.05%)
028	Essex County Public Schools	73,374	81,830	11.53%	82,785	1.17%
029	Fairfax County Public Schools	119,320	124,076	3.99%	131,702	6.15%
030	Fauquier County Public Schools	76,300	94,909	24.39%	97,732	2.97%
031	Floyd County Public Schools	72,327	78,588	8.66%	80,021	1.82%
032	Fluvanna County Public Schools	74,809	77,289	3.32%	87,491	13.20%
033	Franklin County Public Schools	64,596	67,700	4.81%	96,950	43.20%
034	Frederick County Public Schools	91,898	96,134	4.61%	99,694	3.70%
035	Giles County Public Schools	63,040	66,981	6.25%	70,984	5.98%
036	Gloucester County Public Schools	75,415	78,630	4.26%	85,535	8.78%
037	Goochland County Public Schools	82,162	85,407	3.95%	91,385	7.00%
038	Grayson County Public Schools	64,500	57,564	(10.75%)	68,442	18.90%
039	Greene County Public Schools	85,864	81,571	(5.00%)	92,552	13.46%
040	Greensville County Public Schools <sup>2</sup>	86,972			<b>Did Not Submit</b>	
041	Halifax County Public Schools	71,840	103,127	43.55%	79,427	(22.98%)
042	Hanover County Public Schools	82,763	83,591	1.00%	90,780	8.60%
043	Henrico County Public Schools	102,563	86,873	(15.30%)	93,996	8.20%
044	Henry County Public Schools	59,285	85,074	43.50%	84,815	(0.31%)
045	Highland County Public Schools	-	-		-	
046	Isle Of Wight County Public Schools	78,345			<b>Did Not Submit</b>	
048	King George County Public Schools	84,857	87,824	3.50%	108,187	23.19%
049	King And Queen County Public Schools	67,960	54,321	(20.07%)	72,167	32.85%
050	King William County Public Schools	74,795	83,589	11.76%	85,004	1.69%
051	Lancaster County Public Schools	72,808	73,009	0.28%	77,857	6.64%
052	Lee County Public Schools	59,387	72,191	21.56%	68,401	(5.25%)
053	Loudoun County Public Schools	111,403	113,477	1.86%	119,748	5.53%
054	Louisa County Public Schools	97,539	103,114	5.72%	105,700	2.51%
055	Lunenburg County Public Schools	71,419	71,396	(0.03%)	76,393	7.00%
056	Madison County Public Schools	72,049	88,452	22.77%	90,349	2.14%
057	Mathews County Public Schools	76,375	74,649	(2.26%)	89,059	19.30%
058	Mecklenburg County Public Schools	56,889	54,502	(4.20%)	52,025	(4.55%)
059	Middlesex County Public Schools	76,461	81,870	7.07%	87,819	7.27%

**Virginia Department of Education**  
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060	Montgomery County Public Schools	68,446	72,085	5.32%	70,746	(1.86%)
062	Nelson County Public Schools	84,226	82,790	(1.70%)	89,366	7.94%
063	New Kent County Public Schools	75,150	77,954	3.73%	81,852	5.00%
065	Northampton County Public Schools	63,180	70,457	11.52%	73,555	4.40%
066	Northumberland County Public Schools	75,771			<b>Did Not Submit</b>	
067	Nottoway County Public Schools	71,704	167,713	133.89%	78,583	(53.14%)
068	Orange County Public Schools	80,177	81,425	1.56%	100,749	23.73%
069	Page County Public Schools	84,167	98,205	16.68%	87,526	(10.87%)
070	Patrick County Public Schools	69,967	79,722	13.94%	82,436	3.40%
071	Pittsylvania County Public Schools	70,982	73,593	3.68%	77,769	5.67%
072	Powhatan County Public Schools	79,836	69,502	(12.94%)	85,730	23.35%
073	Prince Edward County Public Schools	78,450	78,768	0.41%	85,444	8.48%
074	Prince George County Public Schools	82,364	97,571	18.46%	89,995	(7.76%)
075	Prince William County Public Schools	104,229	108,241	3.85%	120,698	11.51%
077	Pulaski County Public Schools	82,827	77,438	(6.51%)	79,859	3.13%
078	Rappahannock County Public Schools	74,293	76,808	3.38%	80,498	4.80%
079	Richmond County Public Schools	75,260	82,667	9.84%	77,864	(5.81%)
080	Roanoke County Public Schools	70,613	74,732	5.83%	82,266	10.08%
081	Rockbridge County Public Schools	76,063	84,240	10.75%	80,028	(5.00%)
082	Rockingham County Public Schools	73,071	81,531	11.58%	86,593	6.21%
083	Russell County Public Schools	61,860	63,735	3.03%	61,823	(3.00%)
084	Scott County Public Schools	75,670	79,251	4.73%	79,251	(0.00%)
085	Shenandoah County Public Schools	85,959	85,820	(0.16%)	114,924	33.91%
086	Smyth County Public Schools	72,299	77,376	7.02%	83,349	7.72%
087	Southampton County Public Schools	62,632	78,327	25.06%	75,110	(4.11%)
088	Spotsylvania County Public Schools	99,613	98,573	(1.04%)	107,797	9.36%
089	Stafford County Public Schools	98,049	101,639	3.66%	106,145	4.43%
090	Surry County Public Schools	71,872	71,381	(0.68%)	90,684	27.04%
091	Sussex County Public Schools	70,388	76,880	9.22%	83,265	8.31%
092	Tazewell County Public Schools	68,729	76,423	11.19%	79,540	4.08%
093	Warren County Public Schools	83,198	89,483	7.55%	97,737	9.22%
094	Washington County Public Schools	75,531	75,848	0.42%	82,729	9.07%
095	Westmoreland County Public Schools	81,546	74,360	(8.81%)	79,946	7.51%
096	Wise County Public Schools	64,387			<b>Did Not Submit</b>	
097	Wythe County Public Schools	72,408	77,359	6.84%	80,767	4.41%
098	York County Public Schools	79,316	79,230	(0.11%)	85,599	8.04%
<b>Cities</b>						
101	Alexandria City Public Schools	117,872	121,313	2.92%	127,720	5.28%
102	Bristol City Public Schools	85,166	93,398	9.67%	82,883	(11.26%)
103	Buena Vista City Public Schools	76,324	80,140	5.00%	84,147	5.00%
104	Charlottesville City Public Schools	88,190	90,903	3.08%	90,954	0.06%
106	Colonial Heights City Public Schools	81,254	93,325	14.86%	104,353	11.82%
108	Danville City Public Schools	87,814	85,825	(2.26%)	90,897	5.91%
109	Falls Church City Public Schools	106,914	120,625	12.82%	123,600	2.47%
110	Fredericksburg City Public Schools	106,754	104,939	(1.70%)	99,384	(5.29%)
111	Galax City Public Schools	56,380	58,759	4.22%	76,352	29.94%
112	Hampton City Public Schools	76,484	78,666	2.85%	79,571	1.15%
113	Harrisonburg City Public Schools	85,319	89,735	5.18%	88,543	(1.33%)
114	Hopewell City Public Schools	83,772	88,284	5.39%	99,766	13.00%
115	Lynchburg City Public Schools	68,507	71,188	3.91%	79,109	11.13%
116	Martinsville City Public Schools	67,207	70,023	4.19%	73,682	5.23%
117	Newport News City Public Schools	85,555	95,784	11.96%	94,763	(1.07%)
118	Norfolk City Public Schools	80,207	83,389	3.97%	90,765	8.85%
119	Norton City Public Schools	81,145	86,334	6.39%	89,922	4.16%
120	Petersburg City Public Schools	76,161	83,170	9.20%	88,307	6.18%
121	Portsmouth City Public Schools	73,281	78,619	7.28%	86,429	9.93%
122	Radford City Public Schools	69,968	78,504	12.20%	72,964	(7.06%)
123	Richmond City Public Schools	97,564	99,452	1.94%	98,748	(0.71%)
124	Roanoke City Public Schools	66,156	74,618	12.79%	86,066	15.34%
126	Staunton City Public Schools	90,288	82,566	(8.55%)	84,183	1.96%
127	Suffolk City Public Schools	84,587	84,678	0.11%	88,825	4.90%



**Virginia Department of Education**  
**2023-2024 Salary Survey - Assistant Principals**

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128	Virginia Beach City Public Schools	83,303	84,019	0.86%	89,741	6.81%
130	Waynesboro City Public Schools	80,115	77,966	(2.68%)	81,289	4.26%
131	Williamsburg Public Schools <sup>3</sup>	74,724	89,009	19.12%	84,680	(4.86%)
132	Winchester City Public Schools	104,631	93,080	(11.04%)	119,920	28.83%
135	Franklin City Public Schools	79,828	80,566	0.92%	85,561	6.20%
136	Chesapeake City Public Schools	89,185	91,869	3.01%	95,191	3.62%
137	Lexington City Public Schools	-	-	-	-	-
139	Salem City Public Schools	82,523	84,342	2.20%	87,778	4.07%
142	Poquoson City Public Schools	69,461	72,211	3.96%	76,822	6.38%
143	Manassas City Public Schools	126,967	109,959	(13.40%)	132,249	20.27%
144	Manassas Park City Public Schools	96,598	122,634	26.95%	128,560	4.83%
<b>Towns</b>						
202	Colonial Beach Public Schools	-	29,417	-	72,346	145.93%
207	West Point Public Schools	74,433	78,155	5.00%	84,331	7.90%
<b>Average for School Divisions<sup>4</sup>:</b>		<b>80,314</b>	<b>96,910</b>	<b>20.66%</b>	<b>102,703</b>	<b>5.98%</b>

**Governor's Schools**

260	Central Virginia Governor's School	-	-	-	-	-
261	Southwest Virginia Governor's School	-	-	-	-	-
262	Governor's School For The Arts	94,698	97,558	3.02%	101,758	4.31%
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	93,796	95,672	2.00%	100,203	4.74%
272	Thomas Jefferson High School	146,339	164,996	12.75%	145,833	(11.61%)
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	-	-	-	97,230	-
278	Governor's School at Innovation Park	-	-	-	-	-
<b>Average for Governor's Schools<sup>4</sup>:</b>		<b>101,075</b>	<b>136,092</b>	<b>34.64%</b>	<b>122,840</b>	<b>(9.74%)</b>

**Special Education Regional Programs**

281	Middle Peninsula Special Education Program	-	-	-	-	-
282	Laurel Regional Special Education Center	-	-	-	-	-
283	Northern Neck Special Education Program	-	-	-	-	-
284	Northwestern Regional Education Program	97,257	111,771	14.92%	117,360	5.00%
285	Peninsula Area Cooperative Education Services	-	-	-	-	-
286	Piedmont Regional Education Program	-	-	-	-	-
287	Shenandoah Valley Regional Program	-	-	-	-	-
288	Southeastern Cooperative Educational Program	-	-	-	92,216	-
290	N. Virginia Regional Special Education Program	-	-	-	-	-
292	Henry Co/Martinsville Regional Program	-	-	-	-	-
299	Roanoke Valley Regional Board	-	-	-	-	-
<b>Average for Special Education Programs<sup>4</sup>:</b>		<b>91,209</b>	<b>111,771</b>	<b>22.54%</b>	<b>100,597</b>	<b>(10.00%)</b>

**Career and Technical Education Regional Programs**

301	Charlottesville-Albemarle Vocational-Technical	89,532	100,740	12.52%	106,418	5.64%
304	Massanutten Technical Center	84,484	86,185	2.01%	92,218	7.00%
306	Valley Vocational-Technical Center	80,063	78,962	(1.38%)	80,607	2.08%
307	New Horizons Regional Education Center	80,774	85,682	6.08%	88,916	3.77%
309	Rowanty Vocational-Technical Center	81,567	70,490	(13.58%)	-	-

**Virginia Department of Education**  
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310	Northern Neck Vocational-Technical Center	77,068	82,462	7.00%	86,585	5.00%
311	Amelia-Nottoway Vocational-Technical Center	-	-		-	
313	Bridging Communities Career and Technical Center	-	-		-	
<b>Average for Career and Technical Education Programs<sup>4</sup>:</b>		<b>73,164</b>	<b>84,864</b>	<b>15.99%</b>	<b>91,307</b>	<b>7.59%</b>

**Regional Alternative Education Programs**

401	Lynchburg City Secondary Alternative	-	-		-	
402	Enterprise Academy/Newport News City	-	118,922		124,868	5.00%
403	Tidewater Regional Alternative Education	-	-		92,216	
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	-	82,106		86,211	5.00%
411	Crossroads Alternative/Bristol City	-	-		-	
412	Metro Richmond Alternative Ed	51,109	42,518	(16.81%)	50,252	18.19%
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	104,368	109,362	4.78%	125,640	14.88%
417	Project Bridge/Russell Co	-	-		-	
418	Regional Alternative/Wythe Co	-	-		-	
420	Piedmont Alternative School	-	-		-	
421	Northern Neck Regional Alternative Education	77,068	164,924	114.00%	173,170	5.00%
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	84,621	89,395	5.64%	97,230	8.76%
428	Project Renew/Northampton Co	-	-		-	
429	Renaissance/Scott Co	-	-		-	
431	Regional Alternative Education Center/Buena Vista	-	-		-	
432	Code RVA	79,074	78,285	(1.00%)	86,196	10.11%
433	Valley Regional Alternative Ed	-	-		-	
<b>Average for Regional Alternative Education Programs<sup>4</sup>:</b>		<b>72,881</b>	<b>95,306</b>	<b>30.77%</b>	<b>106,001</b>	<b>11.22%</b>
<b>Statewide Average<sup>4</sup>:</b>		<b>93,055</b>	<b>96,969</b>	<b>4.21%</b>	<b>102,734</b>	<b>5.95%</b>

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

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

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

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

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

**Virginia Department of Education  
2023-2024 Salary Survey**

**Local Actions to Improve Classroom Teacher Salaries in Fiscal Year 2024**

*(As reported by school divisions on the 2022-2023 Annual School Report - narrative not edited by VDOE for content or format)*

Division	Name	Reported Local Action to Improve Classroom Teacher Salaries in FY 2024
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**School Divisions**

**Counties**

001	Accomack County Public Schools	An average raise of 7.27% was given to all teachers for fy24, effective July 1, 2023. ACPS also increased the employer contribution to health insurance.
002	Albemarle County Public Schools	Did Not Submit
003	Alleghany County Public Schools	Average salary increase of 8%
004	Amelia County Public Schools	a 5% salary increase (step + % = 5%) was provided in the budget approved as of June 2023 in line with the compensation supplement approved in the skinny budget. The additional increase of 2% as of January 1, 2024, will be adopted when the budget is revised.
005	Amherst County Public Schools	5% salary increase to instructional staff
006	Appomattox County Public Schools	5% and step increase across the board
007	Arlington County Public Schools	Did not report this item
008	Augusta County Public Schools	An average 5% salary increase was included in the FY23-24 budget.
009	Bath County Public Schools	Teacher salary scale improvement was implemented resulting in a 13.23% average increase with no one experiencing below a 7% increase.
010	Bedford County Public Schools	5% Increase
011	Bland County Public Schools	Salary Step Increase + 4%
012	Botetourt County Public Schools	A 7% salary scale adjustment was made to the teacher salary scales.
013	Brunswick County Public Schools	A 7% SALARY INCREASE WAS GIVEN TO ALL STAFF
014	Buchanan County Public Schools	We gave a 4% increase plus a step for an average of 5.02%. We also reduced insurance rates by 14% for the employee portion.
015	Buckingham County Public Schools	0.05
016	Campbell County Public Schools	5% salary increase to all teachers and staff in FY24
017	Caroline County Public Schools	No action taken to improve teacher's salaries
018	Carroll County Public Schools	All contracted employees were given a 5% plus step increase for FY24
019	Charles City County Public Schools	6% plus a Step increase that averaged 1% given to all personnel
020	Charlotte County Public Schools	Will provide a cost of living increase. 5% raise as recommended per the state budget.
021	Chesterfield County Public Schools	A cost of living increase in the amount of 7% was provided to all staff beginning July 1, 2023.
022	Clarke County Public Schools	5% cost of living increase and cost to compete to all employees and an additional 2% salary step increase to teachers. That is a total of 7% to teachers.
023	Craig County Public Schools	Teacher's will receive a 5% increase.
024	Culpeper County Public Schools	7% plus step increase (1.6%)
025	Cumberland County Public Schools	Five percent pay increase.
026	Dickenson County Public Schools	No action taken to improve teacher's salaries
027	Dinwiddie County Public Schools	Teacher salary scale increased by 5%. Principals and Assistant Principals' salaries increased based on the second part of the compensation study and an increase of 5% to the UPP (salary guide).
028	Essex County Public Schools	6% STEP INCLUSIVE INCREASE FOR FY2023
029	Fairfax County Public Schools I	In FY 2024, a step for eligible employees and 3.0 percent market scale adjustment for all employees.
030	Fauquier County Public Schools	5% cost of living increase
031	Floyd County Public Schools	We gave all employees a step pay increase and enhanced all payscales to ensure a total pay increase of 5% based on the F24 Skinny Budget
032	Fluvanna County Public Schools	A salary study was conducted. Teacher paybands were revised and cost of living increases were given. The average increase for teachers was 11.35%
033	Franklin County Public Schools	Average annual percentage increase of 8%. FCPS has a compensation study done and adopted it to increase salaries for competitive reasons and restore lost steps over the past 15 years. FY 24 is year one of a three year implementation that depends on the state continuing to fund 5% increases and further right-sizing the division to enrollment.
034	Frederick County Public Schools	Teachers received an average 6.8% salary increase while all other staff received a 5% increase.
035	Giles County Public Schools	An average of a 5% increase was given to all departments.
036	Gloucester County Public Schools	Yes a 5% compensation was given.
037	Goochland County Public Schools	The starting teacher salary was increased so that almost all teacher salaries would increase by 7.01%
038	Grayson County Public Schools	We redid our salary scales to be competitive with surrounding salaries. Step 0 went from \$42,504 to \$46,500. We then gave all employee's a step on the new salary scale for the year of experience (a step is about 1% on average). Overall increase to teaching salaries was 14.6%
039	Greene County Public Schools	5% salary increase
040	Greensville County Public Schools2	Did Not Submit
041	Halifax County Public Schools	COA at 5%
042	Hanover County Public Schools	7% Increase for all employees
043	Henrico County Public Schools	8.2% raise for Schools positions in FY24
044	Henry County Public Schools	INCREASE OF 1 STEP AND 6%
045	Highland County Public Schools	No action taken to improve teacher's salaries
046	Isle Of Wight County Public Schools	Did Not Submit
048	King George County Public Schools	A 7% increase for cost of living was approved for FY24
049	King And Queen County Public Schools	We provided a salary step plus 6% for teachers which was an increase of 7%
050	King William County Public Schools	5% was given to all staff; hoping to provide more if governor's budget allows
051	Lancaster County Public Schools	The teachers received a 5% raise (3.5 % increase and a step)

**Virginia Department of Education**

**2023-2024 Salary Survey**

**Local Actions to Improve Classroom Teacher Salaries in Fiscal Year 2024**

*(As reported by school divisions on the 2022-2023 Annual School Report - narrative not edited by VDOE for content or format)*

Division	Name	Reported Local Action to Improve Classroom Teacher Salaries in FY 2024
052	Lee County Public Schools	LCPS did a salary increase with an average of 5% across the payscale.
053	Loudoun County Public Schools	For FY24, compensation increases are budgeted to meet a 5.8% average district-wide pay increase. Teachers will earn an average 1.9% step increase and receive an average 3.8% increase from a strategic scale adjustment to the Teachers Salary Scale.
054	Louisa County Public Schools	Average Combined Step and Scale Increase of 6.037%
055	Lunenburg County Public Schools	A step plus 5.0% cost of living increase was budgeted for a total of 6% for all employees.
056	Madison County Public Schools	5% Increase
057	Mathews County Public Schools	1.5% ON SALARY SCALE PLUS 1 STEP. TOTAL 2.5% INCREASE
058	Mecklenburg County Public Schools	ALL EMPLOYEES WERE GIVEN A 7% INCREASE ALONG WITH A STEP INCREASE
059	Middlesex County Public Schools	3.7% Salary Increase + Step Increase (1.3%)
060	Montgomery County Public Schools	A 5% raise budgeted for FY 2024.
062	Nelson County Public Schools	5% + Seniority Step Increase
063	New Kent County Public Schools	5% Increase
065	Northampton County Public Schools	7% Average raise given to all staff, including teachers. Step plus scale increase.
066	Northumberland County Public Schools	Did Not Submit
067	Nottoway County Public Schools	5% salary increase
068	Orange County Public Schools	Average of 5.3 increase for teachers
069	Page County Public Schools	Average of 5% for FY24
070	Patrick County Public Schools	5% salary increase
071	Pittsylvania County Public Schools	All employees received an averaged 5% increase that included a step with cost of living adjustment.
072	Powhatan County Public Schools	All staff received a 5% salary increase
073	Prince Edward County Public Schools	Teachers received a 7% increase.
074	Prince George County Public Schools	Provided a 5% increase to all personnel- teachers & support staff.
075	Prince William County Public Schools	The FY2024 budget funds an average 5% employee pay increase.
077	Pulaski County Public Schools	TEACHER PAY WAS INCREASED BY 5% PLUS A STEP INCREASE
078	Rappahannock County Public Schools	Will provide 5% percent increase determined by state budget
079	Richmond County Public Schools	Salary step increase plus cost of living increase. Total 5% increase
080	Roanoke County Public Schools	Roanoke County Public Schools verified they will provide a 8% increase in wages for 2023-2024.
081	Rockbridge County Public Schools	The district was able to give teachers a 5% for fiscal year 23
082	Rockingham County Public Schools	For the FY24 Budget a 5% salary increase was given.
083	Russell County Public Schools	5% salary increase was added to all employees.
084	Scott County Public Schools	Step Increase + 5%
085	Shenandoah County Public Schools	6% for all employees
086	Smyth County Public Schools	For 2023-2024, teacher salaries will increase an average of 5%
087	Southampton County Public Schools	We budgeted for a 7% increase for teachers in FY24. We have provided a 5% so far and will provide the additional 2% when state funding become available
088	Spotsylvania County Public Schools	Average 6.6% salary increase for teachers
089	Stafford County Public Schools	Cost of living and step increases
090	Surry County Public Schools	Teachers received a step and COLA increase. There was also an attempt to start correcting the salary scale which resulted in some teachers receiving a 7.24% increase and all others a minimum of 5.3%
091	Sussex County Public Schools	5% COLA.
092	Tazewell County Public Schools	An average of a 7% raise was given to all employees beginning 7/1/23.
093	Warren County Public Schools	0.063
094	Washington County Public Schools	5% Increase
095	Westmoreland County Public Schools	7% Cost of Living Increase
096	Wise County Public Schools	Did Not Submit
097	Wythe County Public Schools	Average increase of 5%
098	York County Public Schools	salary step increase

**Cities**

101	Alexandria City Public Schools	Alexandria City Public Schools will provide a 3.0% cost-of-living increase to all staff, as well as a step increase with an average value of 2.6%. Additionally, ACPS has also eliminated "Hold Steps" from all its salary scales that previously required employees to wait two years to prior to receiving the value of a step increase.
102	Bristol City Public Schools	5% PLUS STEP
103	Buena Vista City Public Schools	Salaries adjusted as per the passed state budget.
104	Charlottesville City Public Schools	Teachers and staff received a step, plus 3.75% for average 5% raise for fiscal year 2024.
106	Colonial Heights City Public Schools	The teachers scale went up 5-12%, depending on Step.
108	Danville City Public Schools	Did not report this item
109	Falls Church City Public Schools	Teachers will receive a step increase and scale adjustment that results in a average increase of 4.6%.
110	Fredericksburg City Public Schools	In FY24, 3.5% - 12% increase for all certificated staff based on salary study
111	Galax City Public Schools	salary increase of 5%
112	Hampton City Public Schools	An average 5% increase was given to all employees. Market adjustments were provided to several different employee classifications. Teacher scale adjustments were made on tiered levels.
113	Harrisonburg City Public Schools	5% Increase
114	Hopewell City Public Schools	Adjusted teacher's salary scale by an increase of 5% in FY24.
115	Lynchburg City Public Schools	5% increase for FY24

**Virginia Department of Education**

**2023-2024 Salary Survey**

**Local Actions to Improve Classroom Teacher Salaries in Fiscal Year 2024**

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Division	Name	Reported Local Action to Improve Classroom Teacher Salaries in FY 2024
116	Martinsville City Public Schools	5% Raise, Step Raises, Signing and Retention Incentives, Covering health insurance increases.
117	Newport News City Public Schools	Our goals for teacher pay are to ensure a competitive starting pay, provide 1 step advancement, and in doing so provide the state approved increase. The average Teacher increase was 6.5717% with a minimum of increase of 5%.
118	Norfolk City Public Schools	Starting pay for teachers increased from \$49,500 to \$53,000; 10-month teacher's pay increased by \$4,000 which includes a one step advancement and a significant COLA; 11 month and 12 month teacher's pay increased \$4,400 and \$4,800 respectively. Average teachers' pay raises was 6.91%
119	Norton City Public Schools	We raised beginning teacher salary by 3% and gave a 2% step raise for a total of 5% increase for the 23/24 school year.
120	Petersburg City Public Schools	All teachers pay were increased by VDOE CALC TOOL percentage
121	Portsmouth City Public Schools	A 5% salary increase was given to the entire division.
122	Radford City Public Schools	5% SALARY INCREASE
123	Richmond City Public Schools	No action taken to improve teacher's salaries
124	Roanoke City Public Schools	The school division's combined raise between the scale adjustment and existing employees is 5%.
126	Staunton City Public Schools	Cost of living raise of 6%.
127	Suffolk City Public Schools	6.14% increase which includes: 5% state raise + 1.14% COLA. State raise is inclusive of step and scale adjustment.
128	Virginia Beach City Public Schools	Had a compensation study to improve our step increases and competitiveness. Average salary increase was about 6% on 7/1/23
130	Waynesboro City Public Schools	Teacher salaries were increased by an average of 5% for FY24.
131	Williamsburg Public Schools	A 7% salary increase for all staff was included in the FY24 budget.
132	Winchester City Public Schools	7% Cost of living increase
135	Franklin City Public Schools	5% raise for FY24
136	Chesapeake City Public Schools	5% Salary increase
137	Lexington City Public Schools	step increase plus 3.5% raise for teachers leading to average annual percentage increase of 5% - additional 2% increase planned if state budget is approved with additional funding
139	Salem City Public Schools	Will provide an average 6.05% raise for the teacher scale.
142	Poquoson City Public Schools	A 5% base pay increase was included in the FY24 budget for teachers.
143	Manassas City Public Schools	5% increase combined step and COLA.
144	Manassas Park City Public Schools	The teacher received a step and 2% COLA. Equated to an average 4% increase.
<b>Towns</b>		
202	Colonial Beach Public Schools	Step increase of 1.5% plus 3.5% cost of living increase. Total increase 5%.
207	West Point Public Schools	West Point Public Schools plan to give a 5% salary plus a step increase.

**Governor's Schools**

260	Central Virginia Governor's School	5% increase for FY23
261	Southwest Virginia Governor's School	An overall 5% raise was given to employees for fiscal year 23-24.
262	Governor's School For The Arts	Salary step adjustment of approximately \$4500.
263	Roanoke Valley Governor's School	Across the board increases in salary (cost of living/salary step) approximately 5.00%.
264	New Horizons Governor's School	5% average salary increase in FY 24
265	Shenandoah Valley Governor's School	5% increase
266	Governor's School Global Economics/Tech	A five percent pay increase for teachers.
267	Appomattox Regional Governor's School	No action taken to improve teacher's salaries
268	A. Linwood Holton Governor's School	5% Increase
269	Chesapeake Bay Governor's School	Step Increase (1.5%) + 4.5% Salary Increase
270	Commonwealth Governor's School	on average 6.6% salary increase and various market adjustments for teaching positions
271	Maggie L. Walker Governor's School	Anticipated there will be an cost of living increase (5%)
272	Thomas Jefferson High School	In FY 2024, a step for eligible employees and 3.0 percent market scale adjustment for all employees.
273	Blue Ridge Governor's School	5% salary increase for 11 month staff
274	Jackson River Governor's School	Did Not Submit
275	Massanutten Governor's School	COST OF LIVING INCREASE
276	Piedmont Governor's School	Teachers received 6% increase.
277	Mountain Vista Governor's School	No action taken to improve teacher's salaries
278	Governor's School at Innovation Park	The FY2024 Budget funds an average 5% employee pay increase.

**Special Education Regional Programs**

281	Middle Peninsula Special Education Program	Teacher pay was increased by 5% for FY24.
282	Laurel Regional Special Education Center	5% increase for FY23
283	Northern Neck Special Education Program	Adjusted salary scale again to remain competitive with participating divisions
284	Northwestern Regional Education Program	A division average 6.8% increase was provided for the teacher pay scale for school year 2023-24. Percentages varied by teacher depending on scale placement. At minimum, each teacher received a 5% increase. Some received more than a 5% increase.
285	Peninsula Area Cooperative Education Services	5% average salary increase in FY 24
286	Piedmont Regional Education Program	No action taken to improve teacher's salaries
287	Shenandoah Valley Regional Program	No action taken to improve teacher's salaries

**Virginia Department of Education  
2023-2024 Salary Survey**

**Local Actions to Improve Classroom Teacher Salaries in Fiscal Year 2024**

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Division	Name	Reported Local Action to Improve Classroom Teacher Salaries in FY 2024
288	Southeastern Cooperative Educational Program	Approximately an average of 10.36% salary increase for eligible employees reflects phase II of the salary compression adjustments.
290	N. Virginia Regional Special Education Program	Did Not Submit
292	Henry Co/Martinsville Regional Program	1 Step + 6%
299	Roanoke Valley Regional Board	Did Not Submit

**Career and Technical Education Regional Programs**

301	Charlottesville-Albemarle Vocational-Technical	Instructional staff increases = 5%; Administration/classified staff increases = 5%
304	Massanutten Technical Center	For the FY24 Budget a 5% salary increase was included.
306	Valley Vocational-Technical Center	5% Salary Increase
307	New Horizons Regional Education Center	5% average salary increase in FY 24
309	Rowanty Vocational-Technical Center	5% raise for all employees
310	Northern Neck Vocational-Technical Center	5% cost of living increase
311	Amelia-Nottoway Vocational-Technical Center	Teachers and staff were budgeted for a 5% pay raise.
313	Bridging Communities Career and Technical Center	5% Adjustment

**Regional Alternative Education Programs**

401	Lynchburg City Secondary Alternative	5% Increase for FY23
402	Enterprise Academy/Newport News City	No action taken to improve teacher's salaries
403	Tidewater Regional Alternative Education	Approximately an average of 10.36% salary increase for eligible employees reflects the continuation of phase II salary compression adjustment and a 1% bonus.
404	Regional Alternative Plus Self Project/Roanoke	Yes, increase by 5%
405	Transition Support Resource Center/Fairfax	In FY 2024, a step for eligible employees and 3.0 percent market scale adjustment for all employees.
406	Project Return/Fluvanna County	No action taken to improve teacher's salaries
407	Behav Disord Youth/Montgomery	An average of 5% increase.
408	Petersburg Regional Alternative	Will provide 4% increase to school personnel
409	Regional Alternative/Pittsylvania Co	Average 5% salary increase including a step.
410	Project Return/Powhatan Co	No action taken to improve teacher's salaries
411	Crossroads Alternative/Bristol City	5% SALARY INCREASE
412	Metro Richmond Alternative Ed	Merit increases.
413	Regional Alternative Ed/Stafford Co	Cost of Living and Step Increases
414	Southside L.I.N.K. Project/Brunswick Co	A 5% SALARY INCREASE WAS PROVIDED TO ALL STAFF
415	Regional Alternative Ed/King William	5% raise was given to full time staff; considerations will be given if additional revenue is provided from state in future months.
416	New Dominion/Prince William Co	The FY2024 budget funds an average 5% employee increase.
417	Project Bridge/Russell Co	5% increase was added to the base salary
418	Regional Alternative/Wythe Co	Average increase of 5%
420	Piedmont Alternative School	5% increase in salary
421	Northern Neck Regional Alternative Education	No action taken to improve teacher's salaries
423	Breaking Barriers Alternative Ed/Henry Co	No action taken to improve teacher's salaries
424	Carroll/Galax/Joy Ranch Reg Alternative Ed	5% plus step salary increase given for all contracted staff
426	Regional Learning Academy/Wise Co	No action taken to improve teacher's salaries
427	Regional Community Alternative Ed Continuum	No action taken to improve teacher's salaries
428	Project Renew/Northampton Co	Raises averaging 7% were granted to Teachers.
429	Renaissance/Scott Co	Step + 5%
431	Regional Alternative Education Center/Buena Vista	Teachers will receive 5% raise.

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

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

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

**Virginia Department of Education**  
**Starting Teacher Salaries for School Year 2023-2024**

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

<b>Division</b>	<b>Division Name</b>	<b>Bachelor's Starting Salary</b>	<b>Master's Starting Salary</b>	<b>Doctorate Starting Salary</b>
001	Accomack County Public Schools	48,000	50,719	49,086
002	Albemarle County Public Schools	54,491	57,290	59,958
003	Alleghany County Public Schools	43,439	46,739	47,439
004	Amelia County Public Schools	47,810	50,085	51,060
005	Amherst County Public Schools	47,750	51,438	53,121
006	Appomattox County Public Schools	46,925	49,025	50,225
007	Arlington County Public Schools	54,878	62,830	67,957
008	Augusta County Public Schools	47,864	51,594	55,324
009	Bath County Public Schools	44,750	47,450	48,950
010	Bedford County Public Schools	44,591	46,821	49,050
011	Bland County Public Schools	40,547	42,647	45,147
012	Botetourt County Public Schools	45,267	48,267	49,767
013	Brunswick County Public Schools	47,694	49,694	51,194
014	Buchanan County Public Schools	39,520	42,140	43,150
015	Buckingham County Public Schools	51,055	53,155	54,555
016	Campbell County Public Schools	45,140	47,640	47,640
017	Caroline County Public Schools	50,400	52,100	53,200
018	Carroll County Public Schools	46,652	49,770	53,298
019	Charles City County Public Schools	46,319	48,443	48,984
020	Charlotte County Public Schools	43,350	45,462	46,350
021	Chesterfield County Public Schools	52,421	55,566	58,344
022	Clarke County Public Schools	51,000	55,250	N/A
023	Craig County Public Schools	43,559	45,059	46,559
024	Culpeper County Public Schools	51,377	54,877	57,377
025	Cumberland County Public Schools	49,699	51,699	53,199
026	Dickenson County Public Schools	41,729	44,088	46,228
027	Dinwiddie County Public Schools	52,250	54,151	55,207
028	Essex County Public Schools	48,253	50,753	53,753
029	Fairfax County Public Schools	54,913	60,404	63,424
030	Fauquier County Public Schools	50,000	52,000	54,000
031	Floyd County Public Schools	42,435	46,187	53,878
032	Fluvanna County Public Schools	53,160	55,310	57,460
033	Franklin County Public Schools	45,000	47,500	N/A
034	Frederick County Public Schools	50,000	54,109	56,353
035	Giles County Public Schools	46,315	48,515	N/A
036	Gloucester County Public Schools	49,050	53,617	58,184
037	Goochland County Public Schools	52,450	54,810	55,859
038	Grayson County Public Schools	46,500	48,504	N/A
039	Greene County Public Schools	52,335	54,535	56,635

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<b>Division</b>	<b>Division Name</b>	<b>Bachelor's Starting Salary</b>	<b>Master's Starting Salary</b>	<b>Doctorate Starting Salary</b>
040	Greensville County Public Schools	47,857	50,157	52,357
041	Halifax County Public Schools	46,945	48,038	49,131
042	Hanover County Public Schools	50,300	53,318	54,827
043	Henrico County Public Schools	54,602	57,223	59,970
044	Henry County Public Schools	48,269	50,369	51,369
045	Highland County Public Schools	42,000	45,000	47,000
046	Isle of Wight County Public Schools	49,000	51,750	55,000
048	King George County Public Schools	50,000	53,500	55,500
049	King and Queen County Public Schools	47,727	49,902	50,584
050	King William County Public Schools	50,643	52,883	55,123
051	Lancaster County Public Schools	46,575	48,625	49,725
052	Lee County Public Schools	39,000	42,000	43,000
053	Loudoun County Public Schools	55,889	61,659	67,428
054	Louisa County Public Schools	52,161	54,471	55,315
055	Lunenburg County Public Schools	44,100	46,300	47,500
056	Madison County Public Schools	49,500	53,200	53,200
057	Mathews County Public Schools	46,679	50,010	52,829
058	Mecklenburg County Public Schools	45,000	47,400	49,000
059	Middlesex County Public Schools	46,755	49,093	49,755
060	Montgomery County Public Schools	47,893	50,661	53,057
062	Nelson County Public Schools	56,042	59,301	59,301
063	New Kent County Public Schools	49,660	54,626	55,123
065	Northampton County Public Schools	47,098	49,782	52,769
066	Northumberland County Public Schools	48,477	50,477	52,477
067	Nottoway County Public Schools	44,236	46,436	47,136
068	Orange County Public Schools	51,010	54,010	56,010
069	Page County Public Schools	48,741	52,366	55,273
070	Patrick County Public Schools	47,120	49,351	51,399
071	Pittsylvania County Public Schools	43,681	45,665	46,657
072	Powhatan County Public Schools	49,445	51,917	53,034
073	Prince Edward County Public Schools	47,910	50,070	51,718
074	Prince George County Public Schools	53,555	55,555	55,955
075	Prince William County Public Schools	53,570	59,570	63,070
077	Pulaski County Public Schools	46,450	50,650	51,950
078	Rappahannock County Public Schools	45,600	49,100	53,100
079	Richmond County Public Schools	46,620	48,720	49,720
080	Roanoke County Public Schools	45,000	47,400	49,000
081	Rockbridge County Public Schools	43,500	46,000	47,500
082	Rockingham County Public Schools	51,273	53,758	55,283



**Virginia Department of Education**  
**Starting Teacher Salaries for School Year 2023-2024**

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<b>Division</b>	<b>Division Name</b>	<b>Bachelor's Starting Salary</b>	<b>Master's Starting Salary</b>	<b>Doctorate Starting Salary</b>
083	Russell County Public Schools	36,000	38,000	40,000
084	Scott County Public Schools	43,415	45,695	46,415
085	Shenandoah County Public Schools	51,191	54,362	57,533
086	Smyth County Public Schools	40,000	42,719	45,656
087	Southampton County Public Schools	45,000	47,000	49,000
088	Spotsylvania County Public Schools	49,920	53,414	55,910
089	Stafford County Public Schools	50,000	55,459	57,262
090	Surry County Public Schools	51,488	53,988	54,488
091	Sussex County Public Schools	48,057	50,282	52,507
092	Tazewell County Public Schools	43,361	45,241	46,891
093	Warren County Public Schools	49,948	52,448	54,448
094	Washington County Public Schools	45,411	47,601	49,711
095	Westmoreland County Public Schools	49,058	52,258	52,258
096	Wise County Public Schools	44,000	47,000	50,000
097	Wythe County Public Schools	44,300	46,800	50,200
098	York County Public Schools	51,965	53,542	57,261
101	Alexandria City Public Schools	68,006	77,256	80,165
102	Bristol City Public Schools	47,647	49,747	50,247
103	Buena Vista City Public Schools	39,000	43,000	44,000
104	Charlottesville City Public Schools	53,950	56,266	58,382
106	Colonial Heights City Public Schools	52,200	54,200	58,000
108	Danville City Public Schools	46,211	48,836	50,411
109	Falls Church City Public Schools	56,560	62,620	66,054
110	Fredericksburg City Public Schools	50,250	53,500	55,300
111	Galax City Public Schools	45,700	48,960	49,500
112	Hampton City Public Schools	53,000	55,600	57,600
113	Harrisonburg City Public Schools	52,300	55,200	57,300
114	Hopewell City Public Schools	52,371	55,021	55,371
115	Lynchburg City Public Schools	47,000	50,260	52,044
116	Martinsville City Public Schools	48,777	51,564	52,365
117	Newport News City Public Schools	52,710	56,400	60,417
118	Norfolk City Public Schools	53,000	56,500	60,800
119	Norton City Public Schools	40,485	43,485	44,985
120	Petersburg City Public Schools	52,943	54,143	54,843
121	Portsmouth City Public Schools	53,598	56,098	59,598
122	Radford City Public Schools	45,429	49,699	53,233
123	Richmond City Public Schools	54,253	56,965	61,004
124	Roanoke City Public Schools	49,656	52,386	54,906
126	Staunton City Public Schools	49,909	52,322	N/A

**Virginia Department of Education**  
**Starting Teacher Salaries for School Year 2023-2024**

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

<b>Division</b>	<b>Division Name</b>	<b>Bachelor's Starting Salary</b>	<b>Master's Starting Salary</b>	<b>Doctorate Starting Salary</b>
127	Suffolk City Public Schools	53,000	55,944	58,255
128	Virginia Beach City Public Schools	51,965	55,230	58,585
130	Waynesboro City Public Schools	48,730	52,405	56,605
131	Williamsburg-James City County Public Schools	52,700	54,480	58,025
132	Winchester City Public Schools	51,000	55,230	59,460
135	Franklin City Public Schools	46,638	48,638	49,138
136	Chesapeake City Public Schools	53,303	56,503	59,703
137	Lexington City Public Schools	44,445	48,242	48,242
139	Salem City Public Schools	48,880	53,426	55,132
142	Poquoson City Public Schools	46,273	48,998	51,723
143	Manassas City Public Schools	54,742	61,198	64,990
144	Manassas Park City Public Schools	54,220	60,220	64,220
202	Colonial Beach Public Schools	46,785	49,285	51,785
207	West Point Public Schools	52,417	54,417	54,417

**Virginia Department of Education**  
**Average Teacher Salaries by School for School Year 2022-2023**

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 2022-2023 Salary
001	Accomack County Public Schools	530	TANGIER COMBINED	57,632.16
001	Accomack County Public Schools	540	ARCADIA HIGH	57,829.95
001	Accomack County Public Schools	580	CHINCOTEAGUE HIGH	59,708.38
001	Accomack County Public Schools	590	PUNGOTEAGUE ELEM	53,239.71
001	Accomack County Public Schools	600	KEGOTANK ELEM	54,766.54
001	Accomack County Public Schools	70	NANDUA HIGH	56,676.71
001	Accomack County Public Schools	701	ACCAWMACKE ELEM	52,629.56
001	Accomack County Public Schools	702	METOMPKIN ELEM	51,924.78
001	Accomack County Public Schools	703	NANDUA MIDDLE	57,135.56
001	Accomack County Public Schools	704	ARCADIA MIDDLE	55,749.60
001	Accomack County Public Schools	80	CHINCOTEAGUE ELEM	53,519.31
002	Albemarle County Public Schools	10	HOLLYMEAD ELEM	66,903.64
002	Albemarle County Public Schools	100	BROADUS WOOD ELEM	64,826.70
002	Albemarle County Public Schools	1051	LAKESIDE MIDDLE	66,671.84
002	Albemarle County Public Schools	1052	MONTICELLO HIGH	64,946.88
002	Albemarle County Public Schools	1053	BAKER-BUTLER ELEM	63,498.84
002	Albemarle County Public Schools	140	WESTERN ALBEMARLE HIGH	67,987.42
002	Albemarle County Public Schools	150	MOUNTAIN VIEW ELEM	64,568.53
002	Albemarle County Public Schools	160	AGNOR-HURT ELEM	64,639.91
002	Albemarle County Public Schools	20	LESLIE H WALTON MIDDLE	64,236.18
002	Albemarle County Public Schools	240	STONY POINT ELEM	65,693.06
002	Albemarle County Public Schools	250	MERIWETHER LEWIS ELEM	65,056.58
002	Albemarle County Public Schools	30	SCOTTSVILLE ELEM	64,248.95
002	Albemarle County Public Schools	340	CROZET ELEM	64,068.71
002	Albemarle County Public Schools	40	MARY CARR GREER ELEM	64,441.38
002	Albemarle County Public Schools	540	RED HILL ELEM	64,286.89
002	Albemarle County Public Schools	69	JACKSON P BURLEY MIDDLE	64,780.76
002	Albemarle County Public Schools	880	ALBEMARLE HIGH	64,761.64
002	Albemarle County Public Schools	890	COMMUNITY LAB SCHOOL	62,973.77
002	Albemarle County Public Schools	910	VIRGINIA L MURRAY ELEM	66,487.35
002	Albemarle County Public Schools	920	STONE ROBINSON ELEM	65,122.36
002	Albemarle County Public Schools	930	WOODBROOK ELEM	63,591.09
002	Albemarle County Public Schools	941	BROWNSVILLE ELEM	66,749.19
002	Albemarle County Public Schools	942	JOSEPH T HENLEY MIDDLE	64,794.52
002	Albemarle County Public Schools	950	JOURNEY MIDDLE	63,237.89
003	Alleghany Highlands Public Schools	1040	CLIFTON MIDDLE	51,390.00
003	Alleghany Highlands Public Schools	1041	MT VIEW ELEM	52,270.00
003	Alleghany Highlands Public Schools	110	CALLAGHAN ELEM	51,843.00
003	Alleghany Highlands Public Schools	310	ALLEGHANY HIGH	52,861.00
003	Alleghany Highlands Public Schools	350	COVINGTON HIGH	54,586.00
003	Alleghany Highlands Public Schools	360	JETER-WATSON ELEM	51,874.00
003	Alleghany Highlands Public Schools	90	SHARON ELEM	55,711.00
004	Amelia County Public Schools	10	AMELIA COUNTY HIGH	57,366.00
004	Amelia County Public Schools	210	AMELIA COUNTY MIDDLE	55,881.00
004	Amelia County Public Schools	220	AMELIA COUNTY ELEM	56,130.00
005	Amherst County Public Schools	20	MONELISON MIDDLE	51,868.00
005	Amherst County Public Schools	500	MADISON HEIGHTS ELEM	51,348.00
005	Amherst County Public Schools	670	AMHERST MIDDLE	51,907.00
005	Amherst County Public Schools	740	TEMPERANCE ELEM	51,909.00
005	Amherst County Public Schools	750	AMHERST COUNTY HIGH	56,085.00
005	Amherst County Public Schools	760	ELON ELEM	52,371.00
005	Amherst County Public Schools	770	CENTRAL ELEM	51,948.00
005	Amherst County Public Schools	780	AMELON ELEM	52,431.00
005	Amherst County Public Schools	790	AMHERST ELEM	56,324.00
006	Appomattox County Public Schools	110	APPOMATTOX ELEM	52,073.49
006	Appomattox County Public Schools	160	APPOMATTOX MIDDLE	51,699.54
006	Appomattox County Public Schools	250	APPOMATTOX PRIMARY	50,088.63

**Virginia Department of Education**  
**Average Teacher Salaries by School for School Year 2022-2023**

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 2022-2023 Salary
006	Appomattox County Public Schools	260	APPOMATTOX COUNTY HIGH	52,046.96
007	Arlington County Public Schools	100	GLEBE ELEM	91,163.00
007	Arlington County Public Schools	111	KEY ELEM	88,788.00
007	Arlington County Public Schools	150	BARCROFT ELEM	85,923.00
007	Arlington County Public Schools	160	ALICE WEST FLEET ELEM	84,804.00
007	Arlington County Public Schools	180	JEFFERSON MIDDLE	90,514.00
007	Arlington County Public Schools	200	DR. CHARLES R. DREW ELEM	85,258.00
007	Arlington County Public Schools	211	TUCKAHOE ELEM	84,853.00
007	Arlington County Public Schools	240	SWANSON MIDDLE	88,378.00
007	Arlington County Public Schools	250	BARRETT ELEM	79,629.00
007	Arlington County Public Schools	330	YORKTOWN HIGH	91,239.00
007	Arlington County Public Schools	350	ABINGDON ELEM	83,606.00
007	Arlington County Public Schools	360	OAKRIDGE ELEM	80,719.00
007	Arlington County Public Schools	37	INTEGRATION STATION	73,944.00
007	Arlington County Public Schools	380	CARDINAL ELEM	85,009.00
007	Arlington County Public Schools	410	NOTTINGHAM ELEM	77,469.00
007	Arlington County Public Schools	420	TAYLOR ELEM	83,311.00
007	Arlington County Public Schools	440	JAMESTOWN ELEM	84,062.00
007	Arlington County Public Schools	450	WAKEFIELD HIGH	94,403.00
007	Arlington County Public Schools	460	LONG BRANCH ELEM	84,130.00
007	Arlington County Public Schools	470	ARLINGTON TRADITIONAL	86,654.00
007	Arlington County Public Schools	480	WILLIAMSBURG MIDDLE	92,339.00
007	Arlington County Public Schools	490	ASHLAWN ELEM	84,385.00
007	Arlington County Public Schools	500	KENMORE MIDDLE	88,636.00
007	Arlington County Public Schools	510	RANDOLPH ELEM	80,248.00
007	Arlington County Public Schools	611	GUNSTON MIDDLE	87,283.00
007	Arlington County Public Schools	613	INNOVATION ELEM	78,488.00
007	Arlington County Public Schools	614	HOFFMAN-BOSTON ELEM	81,799.00
007	Arlington County Public Schools	615	CAMPBELL ELEM	81,496.00
007	Arlington County Public Schools	618	ARLINGTON COMMUNITY HIGH	94,555.00
007	Arlington County Public Schools	622	CLAREMONT IMMERSION	84,626.00
007	Arlington County Public Schools	626	DISCOVERY ELEM	82,489.00
007	Arlington County Public Schools	627	MONTESSORI PUBLIC SCHOOL OF ARLINGTON	88,460.00
007	Arlington County Public Schools	628	DOROTHY HAMM MIDDLE	82,681.00
007	Arlington County Public Schools	629	ARLINGTON SCIENCE FOCUS SCHOOL	74,924.00
007	Arlington County Public Schools	80	WASHINGTON LIBERTY HIGH	90,353.00
007	Arlington County Public Schools	90	CARLIN SPRINGS ELEM	84,057.00
008	Augusta County Public Schools	140	CHURCHVILLE ELEM	54,609.00
008	Augusta County Public Schools	212	BEVERLEY MANOR MIDDLE	55,541.00
008	Augusta County Public Schools	30	CASSELL ELEM	56,331.00
008	Augusta County Public Schools	370	CRAIGSVILLE ELEM	53,017.00
008	Augusta County Public Schools	40	NORTH RIVER ELEM	54,645.00
008	Augusta County Public Schools	440	STUARTS DRAFT ELEM	55,210.00
008	Augusta County Public Schools	60	STUARTS DRAFT MIDDLE	57,782.00
008	Augusta County Public Schools	640	WILSON ELEM	52,240.00
008	Augusta County Public Schools	660	BUFFALO GAP HIGH	54,825.00
008	Augusta County Public Schools	670	FT DEFIANCE HIGH	57,231.00
008	Augusta County Public Schools	680	RIVERHEADS HIGH	55,381.00
008	Augusta County Public Schools	720	WILSON MEMORIAL HIGH	55,488.00
008	Augusta County Public Schools	730	STUARTS DRAFT HIGH	54,081.00
008	Augusta County Public Schools	740	RIVERHEADS ELEM	53,106.00
008	Augusta County Public Schools	842	EDWARD G CLYMORE ELEM	54,151.00
008	Augusta County Public Schools	843	GUY K STUMP ELEM	54,693.00
008	Augusta County Public Schools	844	WILSON MIDDLE	53,830.00
008	Augusta County Public Schools	90	S GORDON STEWART MIDDLE	55,952.00
009	Bath County Public Schools	120	MILLBORO ELEM	46,426.71
009	Bath County Public Schools	140	BATH COUNTY HIGH	50,233.50

**Virginia Department of Education**  
*Average Teacher Salaries by School for School Year 2022-2023*

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 2022-2023 Salary
009	Bath County Public Schools	150	VALLEY ELEM	47,287.68
010	Bedford County Public Schools	1170	OTTER RIVER ELEM	50,958.56
010	Bedford County Public Schools	1180	LIBERTY HIGH	55,154.02
010	Bedford County Public Schools	1190	STAUNTON RIVER HIGH	55,949.71
010	Bedford County Public Schools	1191	STAUNTON RIVER MIDDLE	54,779.56
010	Bedford County Public Schools	1200	BEDFORD PRIMARY	53,005.65
010	Bedford County Public Schools	1211	FOREST MIDDLE	55,831.05
010	Bedford County Public Schools	1212	JEFFERSON FOREST HIGH	55,868.26
010	Bedford County Public Schools	1213	THOMAS JEFFERSON ELEM	56,058.23
010	Bedford County Public Schools	1214	GOODVIEW ELEM	53,018.13
010	Bedford County Public Schools	160	BOONSBORO ELEM	53,194.44
010	Bedford County Public Schools	180	MONTVALE ELEM	52,264.32
010	Bedford County Public Schools	30	BIG ISLAND ELEM	55,329.27
010	Bedford County Public Schools	480	BEDFORD ELEM	53,598.63
010	Bedford County Public Schools	490	LIBERTY MIDDLE	52,198.19
010	Bedford County Public Schools	500	FOREST ELEM	54,660.39
010	Bedford County Public Schools	610	NEW LONDON ACADEMY ELEM	54,448.74
010	Bedford County Public Schools	640	STEWARTSVILLE ELEM	52,256.35
010	Bedford County Public Schools	970	MONETA ELEM	55,471.82
010	Bedford County Public Schools	980	HUDDLESTON ELEM	54,601.59
011	Bland County Public Schools	250	BLAND COUNTY ELEM	48,983.00
011	Bland County Public Schools	260	BLAND COUNTY HIGH	47,426.21
012	Botetourt County Public Schools	20	BUCHANAN ELEM	55,756.84
012	Botetourt County Public Schools	220	BRECKINRIDGE ELEM	58,941.44
012	Botetourt County Public Schools	30	EAGLE ROCK ELEM	60,440.00
012	Botetourt County Public Schools	390	CLOVERDALE ELEM	60,941.76
012	Botetourt County Public Schools	40	TROUTVILLE ELEM	57,364.70
012	Botetourt County Public Schools	400	COLONIAL ELEM	58,162.03
012	Botetourt County Public Schools	420	CENTRAL ACADEMY MIDDLE	56,551.44
012	Botetourt County Public Schools	430	JAMES RIVER HIGH	57,561.82
012	Botetourt County Public Schools	440	LORD BOTETOURT HIGH	58,265.66
012	Botetourt County Public Schools	450	READ MOUNTAIN MIDDLE	59,482.22
012	Botetourt County Public Schools	460	GREENFIELD ELEM	57,813.91
013	Brunswick County Public Schools	650	BRUNSWICK HIGH	50,931.00
013	Brunswick County Public Schools	660	JAMES S RUSSELL MIDDLE	48,077.00
013	Brunswick County Public Schools	690	MEHERRIN POWELLTON ELEM	53,999.00
013	Brunswick County Public Schools	700	RED OAK-STURGEON ELEM	52,188.00
013	Brunswick County Public Schools	720	TOTARO ELEM	48,545.00
014	Buchanan County Public Schools	1000	COUNCIL HIGH	38,689.15
014	Buchanan County Public Schools	1020	HURLEY HIGH	45,487.88
014	Buchanan County Public Schools	1040	RIVERVIEW ELEM/MIDDLE	52,696.18
014	Buchanan County Public Schools	1041	TWIN VALLEY ELEM/MIDDLE	42,587.15
014	Buchanan County Public Schools	1042	TWIN VALLEY HIGH	39,144.42
014	Buchanan County Public Schools	120	HURLEY ELEM/MIDDLE	44,835.89
014	Buchanan County Public Schools	90	COUNCIL ELEM/MIDDLE	39,145.13
014	Buchanan County Public Schools	990	GRUNDY HIGH	45,870.40
015	Buckingham County Public Schools	20	BUCKINGHAM CO PRE SCH CTR	52,322.54
015	Buckingham County Public Schools	700	BUCKINGHAM COUNTY HIGH	56,474.10
015	Buckingham County Public Schools	721	BUCKINGHAM CO. MIDDLE	54,735.89
015	Buckingham County Public Schools	723	BUCKINGHAM CO PRIMARY	53,137.57
015	Buckingham County Public Schools	724	BUCKINGHAM CO ELEM	52,747.78
016	Campbell County Public Schools	130	CONCORD ELEM	49,995.00
016	Campbell County Public Schools	20	BROOKVILLE MIDDLE	51,426.00
016	Campbell County Public Schools	200	ALTAVISTA HIGH	50,430.00
016	Campbell County Public Schools	211	RUSTBURG MIDDLE	51,197.00
016	Campbell County Public Schools	222	RUSTBURG HIGH	51,082.00
016	Campbell County Public Schools	542	WILLIAM CAMPBELL HIGH	49,782.00

**Virginia Department of Education**  
**Average Teacher Salaries by School for School Year 2022-2023**

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 2022-2023 Salary
016	Campbell County Public Schools	560	ALTAVISTA ELEM	53,181.00
016	Campbell County Public Schools	60	TOMAHAWK ELEM	51,191.00
016	Campbell County Public Schools	650	BROOKNEAL ELEM	50,019.00
016	Campbell County Public Schools	690	LEESVILLE ROAD ELEM	52,190.00
016	Campbell County Public Schools	710	YELLOW BRANCH ELEM	49,712.00
016	Campbell County Public Schools	720	BROOKVILLE HIGH	51,421.00
016	Campbell County Public Schools	821	RUSTBURG ELEM	50,253.00
017	Caroline County Public Schools	450	CAROLINE MIDDLE	53,536.65
017	Caroline County Public Schools	460	CAROLINE HIGH	55,047.74
017	Caroline County Public Schools	620	BOWLING GREEN ELEM	53,015.74
017	Caroline County Public Schools	630	MADISON ELEM	52,689.95
017	Caroline County Public Schools	9020	LEWIS & CLARK ELEM	54,852.98
018	Carroll County Public Schools	1110	ST PAUL	56,273.41
018	Carroll County Public Schools	1130	OAKLAND ELEM	55,537.57
018	Carroll County Public Schools	1150	GLADESBORO ELEM	59,354.40
018	Carroll County Public Schools	1160	LAUREL ELEM	54,732.85
018	Carroll County Public Schools	1170	HILLSVILLE ELEM	55,136.30
018	Carroll County Public Schools	1180	FANCY GAP ELEM	56,998.01
018	Carroll County Public Schools	1210	GLADEVILLE ELEM	54,301.99
018	Carroll County Public Schools	1230	CARROLL COUNTY HIGH	58,827.73
018	Carroll County Public Schools	450	CARROLL COUNTY MIDDLE	54,153.46
019	Charles City County Public Schools	100	CHARLES CITY CO HIGH	56,696.06
019	Charles City County Public Schools	80	CHARLES CITY CO ELEM	54,499.18
020	Charlotte County Public Schools	100	EUREKA ELEM	47,261.00
020	Charlotte County Public Schools	210	CENTRAL MIDDLE	49,712.00
020	Charlotte County Public Schools	450	PHENIX ELEM	49,326.00
020	Charlotte County Public Schools	460	RANDOLPH-HENRY HIGH	48,619.00
020	Charlotte County Public Schools	470	BACON DISTRICT ELEM	48,078.00
021	Chesterfield County Public Schools	10	LLOYD C BIRD HIGH	61,681.91
021	Chesterfield County Public Schools	110	MATOACA MIDDLE	58,039.22
021	Chesterfield County Public Schools	130	BEULAH ELEM	56,733.81
021	Chesterfield County Public Schools	150	CLOVER HILL ELEM	60,714.98
021	Chesterfield County Public Schools	180	GRANGE HALL ELEM	59,821.24
021	Chesterfield County Public Schools	20	BON AIR ELEM	58,818.00
021	Chesterfield County Public Schools	270	SWIFT CREEK MIDDLE	60,186.17
021	Chesterfield County Public Schools	280	MONACAN HIGH	63,948.39
021	Chesterfield County Public Schools	290	W W GORDON ELEM	61,249.51
021	Chesterfield County Public Schools	30	CARVER COLLEGE AND CAREER ACADEMY	58,352.05
021	Chesterfield County Public Schools	300	EVERGREEN ELEM	58,669.75
021	Chesterfield County Public Schools	320	MIDLOTHIAN HIGH	60,392.44
021	Chesterfield County Public Schools	33	CHESTER EARLY CHILDHOOD LEARNING ACADEMY	57,842.94
021	Chesterfield County Public Schools	340	SWIFT CREEK ELEM	58,421.38
021	Chesterfield County Public Schools	350	ETTRICK ELEM	57,426.27
021	Chesterfield County Public Schools	360	O B GATES ELEM	60,085.35
021	Chesterfield County Public Schools	370	MATOACA ELEM	58,369.23
021	Chesterfield County Public Schools	380	PROVIDENCE ELEM	58,571.76
021	Chesterfield County Public Schools	390	ENON ELEM	58,437.62
021	Chesterfield County Public Schools	40	MIDLOTHIAN MIDDLE	60,011.86
021	Chesterfield County Public Schools	400	JACOBS ROAD ELEM	57,315.10
021	Chesterfield County Public Schools	410	THELMA CRENSHAW ELEM	59,390.17
021	Chesterfield County Public Schools	420	CARVER MIDDLE	58,249.80
021	Chesterfield County Public Schools	430	BENSLEY ELEM	57,914.00
021	Chesterfield County Public Schools	440	WOOLRIDGE ELEM	60,074.38
021	Chesterfield County Public Schools	460	HARROWGATE ELEM	59,060.57
021	Chesterfield County Public Schools	480	ECOFF ELEM	56,837.33
021	Chesterfield County Public Schools	492	C E CURTIS ELEM	58,244.70
021	Chesterfield County Public Schools	50	C C WELLS ELEM	59,403.62

**Virginia Department of Education**  
**Average Teacher Salaries by School for School Year 2022-2023**

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 2022-2023 Salary
021	Chesterfield County Public Schools	500	J G HENING ELEM	55,669.69
021	Chesterfield County Public Schools	510	BETTIE WEAVER ELEM	57,779.95
021	Chesterfield County Public Schools	530	MATOACA HIGH	60,591.32
021	Chesterfield County Public Schools	550	J A CHALKLEY ELEM	57,689.44
021	Chesterfield County Public Schools	560	CRESTWOOD ELEM	59,680.35
021	Chesterfield County Public Schools	580	MEADOWBROOK HIGH	59,192.70
021	Chesterfield County Public Schools	590	FALLING CREEK ELEM	55,685.70
021	Chesterfield County Public Schools	60	HOPKINS ROAD ELEM	56,732.85
021	Chesterfield County Public Schools	600	MANCHESTER MIDDLE	59,812.50
021	Chesterfield County Public Schools	610	THOMAS DALE HIGH	61,003.29
021	Chesterfield County Public Schools	620	A M DAVIS ELEM	57,630.28
021	Chesterfield County Public Schools	631	BAILEY BRIDGE MIDDLE	58,912.69
021	Chesterfield County Public Schools	632	MANCHESTER HIGH	62,140.53
021	Chesterfield County Public Schools	650	J B WATKINS ELEM	62,289.98
021	Chesterfield County Public Schools	660	BELLWOOD ELEM	57,020.93
021	Chesterfield County Public Schools	670	FALLING CREEK MIDDLE	57,023.63
021	Chesterfield County Public Schools	690	PROVIDENCE MIDDLE	59,830.87
021	Chesterfield County Public Schools	70	GREENFIELD ELEM	61,629.27
021	Chesterfield County Public Schools	700	REAMS ROAD ELEM	58,183.16
021	Chesterfield County Public Schools	720	SALEM CHURCH ELEM	57,455.14
021	Chesterfield County Public Schools	722	SALEM CHURCH MIDDLE	58,365.19
021	Chesterfield County Public Schools	730	ROBIOUS ELEM	57,211.04
021	Chesterfield County Public Schools	740	CLOVER HILL HIGH	60,792.42
021	Chesterfield County Public Schools	760	ROBIOUS MIDDLE	60,765.29
021	Chesterfield County Public Schools	770	JAMES RIVER HIGH	62,094.81
021	Chesterfield County Public Schools	780	MARGUERITE F CHRISTIAN ELEM	58,308.73
021	Chesterfield County Public Schools	800	SPRING RUN ELEM	59,802.09
021	Chesterfield County Public Schools	840	COSBY HIGH	63,859.86
021	Chesterfield County Public Schools	850	ELIZABETH SCOTT ELEM	57,964.45
021	Chesterfield County Public Schools	860	WINTERPOCK ELEM	58,616.69
021	Chesterfield County Public Schools	861	ALBERTA SMITH ELEM	60,125.86
021	Chesterfield County Public Schools	870	ELIZABETH DAVIS MIDDLE	60,742.80
021	Chesterfield County Public Schools	880	TOMAHAWK CREEK MIDDLE	62,912.37
021	Chesterfield County Public Schools	90	OLD HUNDRED ELEM	57,371.53
021	Chesterfield County Public Schools	92	MOSELEY ELEM	58,445.27
022	Clarke County Public Schools	10	CLARKE COUNTY HIGH	58,135.82
022	Clarke County Public Schools	250	BOYCE ELEM	55,348.14
022	Clarke County Public Schools	280	JOHNSON-WILLIAMS MIDDLE	56,044.15
022	Clarke County Public Schools	290	D G COOLEY ELEM	56,059.23
023	Craig County Public Schools	10	MCCLEARY ELEM	47,438.00
023	Craig County Public Schools	11	CRAIG COUNTY HIGH	49,243.00
024	Culpeper County Public Schools	10	PEARL SAMPLE ELEM	55,117.08
024	Culpeper County Public Schools	20	CULPEPER MIDDLE	52,960.26
024	Culpeper County Public Schools	240	A G RICHARDSON ELEM	56,597.10
024	Culpeper County Public Schools	40	YOWELL ELEM	55,406.59
024	Culpeper County Public Schools	450	EMERALD HILL ELEM	54,890.13
024	Culpeper County Public Schools	460	SYCAMORE PARK ELEM	52,120.34
024	Culpeper County Public Schools	470	FARMINGTON ELEM	54,431.19
024	Culpeper County Public Schools	480	CULPEPER COUNTY HIGH	56,171.23
024	Culpeper County Public Schools	50	EASTERN VIEW HIGH	53,890.44
024	Culpeper County Public Schools	581	FLOYD T BINNS MIDDLE	52,460.65
024	Culpeper County Public Schools	582	GALBREATH-MARSHALL BLDG	73,659.00
025	Cumberland County Public Schools	140	CUMBERLAND ELEM	58,035.00
025	Cumberland County Public Schools	151	CUMBERLAND HIGH	57,250.00
025	Cumberland County Public Schools	152	CUMBERLAND MIDDLE	57,754.00
026	Dickenson County Public Schools	20	CLINTWOOD ELEM	46,051.32
026	Dickenson County Public Schools	275	RIDGEVIEW HIGH	47,747.73

**Virginia Department of Education**  
**Average Teacher Salaries by School for School Year 2022-2023**

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 2022-2023 Salary
026	Dickenson County Public Schools	280	RIDGEVIEW MIDDLE	44,113.81
026	Dickenson County Public Schools	530	ERVINTON ELEM	44,122.67
026	Dickenson County Public Schools	860	SANDLICK ELEM	46,633.97
027	Dinwiddie County Public Schools	10	SOUTHSIDE ELEM	58,801.32
027	Dinwiddie County Public Schools	180	SUNNYSIDE ELEM	63,997.32
027	Dinwiddie County Public Schools	250	MIDWAY ELEM	57,778.30
027	Dinwiddie County Public Schools	310	DINWIDDIE ELEM	60,140.71
027	Dinwiddie County Public Schools	471	DINWIDDIE MIDDLE	56,498.38
027	Dinwiddie County Public Schools	500	DINWIDDIE HIGH	61,373.92
027	Dinwiddie County Public Schools	520	SUTHERLAND ELEM	60,754.61
028	Essex County Public Schools	10	ESSEX HIGH	50,673.00
028	Essex County Public Schools	150	JAMES H. CARY INTERMEDIATE	50,362.00
028	Essex County Public Schools	160	TAPPAHANNOCK ELEM	50,969.00
029	Fairfax County Public Schools	100	CHESTERBROOK ELEM	75,155.00
029	Fairfax County Public Schools	1020	LEWIS HIGH	86,697.00
029	Fairfax County Public Schools	1030	PARKLAWN ELEM	77,120.00
029	Fairfax County Public Schools	1050	CHURCHILL ROAD ELEM	73,374.00
029	Fairfax County Public Schools	1060	MADISON HIGH	86,094.00
029	Fairfax County Public Schools	1070	JUSTICE HIGH	80,309.00
029	Fairfax County Public Schools	1080	WAYNEWOOD ELEM	83,472.00
029	Fairfax County Public Schools	1090	BRADDOCK ELEM	82,808.00
029	Fairfax County Public Schools	110	LOUISE ARCHER ELEM	83,972.00
029	Fairfax County Public Schools	1100	FALLS CHURCH HIGH	84,101.00
029	Fairfax County Public Schools	1110	JOHNSON MIDDLE	80,704.00
029	Fairfax County Public Schools	1120	IRVING MIDDLE	81,570.00
029	Fairfax County Public Schools	1130	POE MIDDLE	83,233.00
029	Fairfax County Public Schools	1140	THOREAU MIDDLE	81,232.00
029	Fairfax County Public Schools	1150	LONGFELLOW MIDDLE	85,498.00
029	Fairfax County Public Schools	1160	TWAIN MIDDLE	80,921.00
029	Fairfax County Public Schools	1170	GLASGOW MIDDLE	76,801.00
029	Fairfax County Public Schools	1190	COOPER MIDDLE	78,912.00
029	Fairfax County Public Schools	120	VIENNA ELEM	85,368.00
029	Fairfax County Public Schools	1200	MARSHALL ROAD ELEM	76,353.00
029	Fairfax County Public Schools	1210	MANTUA ELEM	82,986.00
029	Fairfax County Public Schools	1240	KEENE MILL ELEM	79,353.00
029	Fairfax County Public Schools	1250	HERNDON ELEM	82,201.00
029	Fairfax County Public Schools	1260	WOODSON HIGH	85,519.00
029	Fairfax County Public Schools	1270	EDISON HIGH	86,846.00
029	Fairfax County Public Schools	1290	MARSHALL HIGH	85,510.00
029	Fairfax County Public Schools	1300	SANDBURG MIDDLE	81,113.00
029	Fairfax County Public Schools	131	CHANTILLY HIGH	89,025.00
029	Fairfax County Public Schools	1310	RAVENSWORTH ELEM	76,553.00
029	Fairfax County Public Schools	1320	WASHINGTON MILL ELEM	81,302.00
029	Fairfax County Public Schools	1330	HOLLIN MEADOWS ELEM	86,155.00
029	Fairfax County Public Schools	1350	STRATFORD LANDING ELEM	75,217.00
029	Fairfax County Public Schools	1360	ANNANDALE TERRACE ELEM	73,069.00
029	Fairfax County Public Schools	1371	THOMAS JEFFERSON HIGH	95,865.00
029	Fairfax County Public Schools	1380	STENWOOD ELEM	80,148.00
029	Fairfax County Public Schools	1390	MOSAIC ELEM	75,802.00
029	Fairfax County Public Schools	140	OAKTON ELEM	80,376.00
029	Fairfax County Public Schools	1400	LITTLE RUN ELEM	82,690.00
029	Fairfax County Public Schools	1410	FROST MIDDLE	85,493.00
029	Fairfax County Public Schools	1420	HYBLA VALLEY ELEM	78,552.00
029	Fairfax County Public Schools	1430	WEST SPRINGFIELD ELEM	80,734.00
029	Fairfax County Public Schools	1440	KINGS PARK ELEM	81,052.00
029	Fairfax County Public Schools	1450	FORESTDALE ELEM	78,924.00
029	Fairfax County Public Schools	1460	LANGLEY HIGH	88,534.00



**Virginia Department of Education**  
**Average Teacher Salaries by School for School Year 2022-2023**

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 2022-2023 Salary
029	Fairfax County Public Schools	1480	FAIRFAX VILLA ELEM	85,197.00
029	Fairfax County Public Schools	150	ORANGE HUNT ELEM	82,211.00
029	Fairfax County Public Schools	1500	GREENBRIAR WEST ELEM	84,686.00
029	Fairfax County Public Schools	1510	COLUMBIA ELEM	77,946.00
029	Fairfax County Public Schools	1521	HOLMES MIDDLE	83,180.00
029	Fairfax County Public Schools	1530	ARMSTRONG ELEM	85,890.00
029	Fairfax County Public Schools	1540	UNION MILL ELEM	78,626.00
029	Fairfax County Public Schools	1550	WHITMAN MIDDLE	82,113.00
029	Fairfax County Public Schools	1570	LAKE ANNE ELEM	84,803.00
029	Fairfax County Public Schools	1580	WESTBRIAR ELEM	79,999.00
029	Fairfax County Public Schools	1590	CANTERBURY WOODS ELEM	79,776.00
029	Fairfax County Public Schools	1600	CUB RUN ELEM	88,181.00
029	Fairfax County Public Schools	1610	WEST SPRINGFIELD HIGH	82,520.00
029	Fairfax County Public Schools	1620	SPRING HILL ELEM	83,385.00
029	Fairfax County Public Schools	1630	FAIRHILL ELEM	75,354.00
029	Fairfax County Public Schools	1640	MOUNT VERNON WOODS ELEM	81,757.00
029	Fairfax County Public Schools	1650	OLDE CREEK ELEM	72,364.00
029	Fairfax County Public Schools	1660	SHREVEWOOD ELEM	78,986.00
029	Fairfax County Public Schools	1670	WESTGATE ELEM	73,789.00
029	Fairfax County Public Schools	1680	SILVERBROOK ELEM	82,013.00
029	Fairfax County Public Schools	1690	CARDINAL FOREST ELEM	81,414.00
029	Fairfax County Public Schools	170	TERRA CENTRE ELEM	81,140.00
029	Fairfax County Public Schools	1700	CUNNINGHAM PARK ELEM	82,039.00
029	Fairfax County Public Schools	1710	OAKTON HIGH	82,412.00
029	Fairfax County Public Schools	1730	BEECH TREE ELEM	77,459.00
029	Fairfax County Public Schools	1740	HAYFIELD ELEM	89,019.00
029	Fairfax County Public Schools	1760	KILMER MIDDLE	82,285.00
029	Fairfax County Public Schools	1761	KILMER CENTER	88,036.00
029	Fairfax County Public Schools	1770	ROLLING VALLEY ELEM	82,810.00
029	Fairfax County Public Schools	1790	BROOKFIELD ELEM	82,535.00
029	Fairfax County Public Schools	1800	HAYFIELD SECONDARY	85,539.00
029	Fairfax County Public Schools	1810	WOLFTRAP ELEM	79,337.00
029	Fairfax County Public Schools	1820	RIVERSIDE ELEM	76,785.00
029	Fairfax County Public Schools	1830	LONDON TOWNE ELEM	83,462.00
029	Fairfax County Public Schools	1840	GREENBRIAR EAST ELEM	81,007.00
029	Fairfax County Public Schools	1850	LEES CORNER ELEM	87,852.00
029	Fairfax County Public Schools	1860	OAK VIEW ELEM	85,340.00
029	Fairfax County Public Schools	1870	CLERMONT ELEM	81,947.00
029	Fairfax County Public Schools	1880	HUNT VALLEY ELEM	87,067.00
029	Fairfax County Public Schools	1890	KINGS GLEN ELEM	82,298.00
029	Fairfax County Public Schools	190	FAIRFAX COUNTY ADULT HIGH	87,108.00
029	Fairfax County Public Schools	1900	KEY MIDDLE	77,513.00
029	Fairfax County Public Schools	1901	KEY CENTER	79,246.00
029	Fairfax County Public Schools	1920	FORT HUNT ELEM	83,776.00
029	Fairfax County Public Schools	1940	CAMELOT ELEM	76,366.00
029	Fairfax County Public Schools	1950	HUNTERS WOODS ELEM	83,240.00
029	Fairfax County Public Schools	1960	ROBINSON SECONDARY	88,849.00
029	Fairfax County Public Schools	1970	LAUREL RIDGE ELEM	85,536.00
029	Fairfax County Public Schools	1980	HUTCHISON ELEM	79,200.00
029	Fairfax County Public Schools	1990	SOUTH LAKES HIGH	85,693.00
029	Fairfax County Public Schools	20	FAIRFAX HIGH	84,074.00
029	Fairfax County Public Schools	200	CENTREVILLE HIGH	86,827.00
029	Fairfax County Public Schools	2000	BONNIE BRAE ELEM	79,083.00
029	Fairfax County Public Schools	2010	DRANESVILLE ELEM	82,780.00
029	Fairfax County Public Schools	2020	CROSSFIELD ELEM	86,973.00
029	Fairfax County Public Schools	2030	SANGSTER ELEM	80,849.00
029	Fairfax County Public Schools	2040	SARATOGA ELEM	78,063.00

**Virginia Department of Education**  
**Average Teacher Salaries by School for School Year 2022-2023**

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 2022-2023 Salary
029	Fairfax County Public Schools	2050	VIRGINIA RUN ELEM	84,217.00
029	Fairfax County Public Schools	2060	WILLOW SPRINGS ELEM	83,002.00
029	Fairfax County Public Schools	2070	STONE MIDDLE	88,281.00
029	Fairfax County Public Schools	2080	POPLAR TREE ELEM	82,835.00
029	Fairfax County Public Schools	2090	CENTRE RIDGE ELEM	81,847.00
029	Fairfax County Public Schools	2100	WAPLES MILL ELEM	85,768.00
029	Fairfax County Public Schools	220	DOGWOOD ELEM	77,203.00
029	Fairfax County Public Schools	2200	MCNAIR UPPER ELEM	81,214.00
029	Fairfax County Public Schools	2201	BRYANT HIGH	85,749.00
029	Fairfax County Public Schools	2203	ALDRIN ELEM	86,055.00
029	Fairfax County Public Schools	2204	DEER PARK ELEM	88,604.00
029	Fairfax County Public Schools	2205	CENTREVILLE ELEM	84,105.00
029	Fairfax County Public Schools	2209	LANE ELEM	76,732.00
029	Fairfax County Public Schools	2210	HALLEY ELEM	82,799.00
029	Fairfax County Public Schools	2211	MOUNTAIN VIEW HIGH	93,164.00
029	Fairfax County Public Schools	2222	CARSON MIDDLE	88,230.00
029	Fairfax County Public Schools	2224	FORT BELVOIR ELEM	70,952.00
029	Fairfax County Public Schools	2225	BULL RUN ELEM	83,394.00
029	Fairfax County Public Schools	2228	WESTFIELD HIGH	90,418.00
029	Fairfax County Public Schools	2229	DANIELS RUN ELEM	81,295.00
029	Fairfax County Public Schools	2230	PROVIDENCE ELEM	83,185.00
029	Fairfax County Public Schools	2231	MCNAIR ELEM	78,256.00
029	Fairfax County Public Schools	2233	LIBERTY MIDDLE	87,565.00
029	Fairfax County Public Schools	2234	COLVIN RUN ELEM	85,911.00
029	Fairfax County Public Schools	2235	ISLAND CREEK ELEM	83,266.00
029	Fairfax County Public Schools	2236	LORTON STATION ELEM	83,568.00
029	Fairfax County Public Schools	2237	POWELL ELEM	83,194.00
029	Fairfax County Public Schools	2238	DUNN LORING EC RESOURCE CTR	98,167.00
029	Fairfax County Public Schools	2241	SOUTH COUNTY HIGH	84,996.00
029	Fairfax County Public Schools	2243	EAGLE VIEW ELEM	80,741.00
029	Fairfax County Public Schools	2251	BULL RUN EC RESOURCE CTR	99,900.00
029	Fairfax County Public Schools	2252	VIRGINIA HILLS EC RESOURCE CTR	94,880.00
029	Fairfax County Public Schools	2347	COATES ELEM	79,596.00
029	Fairfax County Public Schools	2348	LAUREL HILL ELEM	76,649.00
029	Fairfax County Public Schools	2410	MASON CREST ELEM	80,039.00
029	Fairfax County Public Schools	2420	SOUTH COUNTY MIDDLE	88,172.00
029	Fairfax County Public Schools	2440	PIMMIT EC RESOURCE CTR	76,994.00
029	Fairfax County Public Schools	2458	FORT BELVOIR UPPER ELEM	75,153.00
029	Fairfax County Public Schools	2459	BAILEY'S UPPER ELEM	76,379.00
029	Fairfax County Public Schools	250	TERRASET ELEM	79,580.00
029	Fairfax County Public Schools	260	CLEARVIEW ELEM	84,445.00
029	Fairfax County Public Schools	280	SUNRISE VALLEY ELEM	82,403.00
029	Fairfax County Public Schools	290	FAIRVIEW ELEM	79,647.00
029	Fairfax County Public Schools	300	ROCKY RUN MIDDLE	89,897.00
029	Fairfax County Public Schools	32	HERNDON HIGH	86,739.00
029	Fairfax County Public Schools	320	FRANCONIA ELEM	77,845.00
029	Fairfax County Public Schools	33	HERNDON MIDDLE	82,262.00
029	Fairfax County Public Schools	330	GROVETON ELEM	81,231.00
029	Fairfax County Public Schools	350	HUGHES MIDDLE	85,403.00
029	Fairfax County Public Schools	370	FORESTVILLE ELEM	83,952.00
029	Fairfax County Public Schools	380	WOODLAWN ELEM	79,977.00
029	Fairfax County Public Schools	390	FOX MILL ELEM	84,558.00
029	Fairfax County Public Schools	400	WHITE OAKS ELEM	84,288.00
029	Fairfax County Public Schools	420	MOUNT VERNON HIGH	83,086.00
029	Fairfax County Public Schools	430	OAK HILL ELEM	86,470.00
029	Fairfax County Public Schools	440	FRANKLIN MIDDLE	86,901.00
029	Fairfax County Public Schools	470	NEWINGTON FOREST ELEM	84,041.00

**Virginia Department of Education**  
**Average Teacher Salaries by School for School Year 2022-2023**

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 2022-2023 Salary
029	Fairfax County Public Schools	480	CHERRY RUN ELEM	88,968.00
029	Fairfax County Public Schools	490	FREEDOM HILL ELEM	83,136.00
029	Fairfax County Public Schools	510	MOUNT EAGLE ELEM	80,137.00
029	Fairfax County Public Schools	520	WEYANOKE ELEM	80,656.00
029	Fairfax County Public Schools	530	GRAHAM ROAD ELEM	76,828.00
029	Fairfax County Public Schools	550	BAILEY'S ELEM	80,006.00
029	Fairfax County Public Schools	560	BELLE VIEW ELEM	75,517.00
029	Fairfax County Public Schools	570	GREAT FALLS ELEM	82,370.00
029	Fairfax County Public Schools	580	WESTLAWN ELEM	76,363.00
029	Fairfax County Public Schools	590	WOODLEY HILLS ELEM	80,809.00
029	Fairfax County Public Schools	620	CAMERON ELEM	82,843.00
029	Fairfax County Public Schools	630	GARFIELD ELEM	84,464.00
029	Fairfax County Public Schools	650	WOODBURN ELEM	79,668.00
029	Fairfax County Public Schools	660	ANNANDALE HIGH	81,217.00
029	Fairfax County Public Schools	673	JACKSON MIDDLE	80,776.00
029	Fairfax County Public Schools	680	BUSH HILL ELEM	76,260.00
029	Fairfax County Public Schools	690	GUNSTON ELEM	87,621.00
029	Fairfax County Public Schools	70	FOREST EDGE ELEM	76,375.00
029	Fairfax County Public Schools	700	BUCKNELL ELEM	78,976.00
029	Fairfax County Public Schools	710	SLEEPY HOLLOW ELEM	82,073.00
029	Fairfax County Public Schools	720	BELVEDERE ELEM	78,049.00
029	Fairfax County Public Schools	730	FLINT HILL ELEM	76,346.00
029	Fairfax County Public Schools	740	FLORIS ELEM	78,111.00
029	Fairfax County Public Schools	750	HAYCOCK ELEM	78,403.00
029	Fairfax County Public Schools	770	LEMON ROAD ELEM	76,741.00
029	Fairfax County Public Schools	790	MCLEAN HIGH	83,890.00
029	Fairfax County Public Schools	80	SHERMAN ELEM	77,705.00
029	Fairfax County Public Schools	800	NAVY ELEM	83,380.00
029	Fairfax County Public Schools	820	PINE SPRING ELEM	78,791.00
029	Fairfax County Public Schools	830	TIMBER LANE ELEM	75,028.00
029	Fairfax County Public Schools	850	WAKEFIELD FOREST ELEM	84,260.00
029	Fairfax County Public Schools	870	CRESTWOOD ELEM	82,921.00
029	Fairfax County Public Schools	890	LYNBROOK ELEM	81,675.00
029	Fairfax County Public Schools	90	LAKE BRADDOCK SECONDARY	86,639.00
029	Fairfax County Public Schools	900	WEST POTOMAC HIGH	85,533.00
029	Fairfax County Public Schools	930	NORTH SPRINGFIELD ELEM	84,237.00
029	Fairfax County Public Schools	940	BREN MAR PARK ELEM	78,304.00
029	Fairfax County Public Schools	950	ROSE HILL ELEM	74,041.00
029	Fairfax County Public Schools	960	SPRINGFIELD ESTATES ELEM	84,662.00
029	Fairfax County Public Schools	970	GLEN FOREST ELEM	79,278.00
029	Fairfax County Public Schools	980	KENT GARDENS ELEM	78,428.00
029	Fairfax County Public Schools	9996	DJ OR SVCS BD SCHOOLS	99,990.00
030	Fauquier County Public Schools	10	MARSHALL MIDDLE	65,799.03
030	Fauquier County Public Schools	120	CLAUDE THOMPSON ELEM	66,098.64
030	Fauquier County Public Schools	20	MARY WALTER ELEM	61,240.54
030	Fauquier County Public Schools	450	GRACE MILLER ELEM	64,862.71
030	Fauquier County Public Schools	460	C. HUNTER RITCHIE ELEM	68,168.02
030	Fauquier County Public Schools	510	KETTLE RUN HIGH SCH	63,788.01
030	Fauquier County Public Schools	511	GREENVILLE ELEM	63,564.30
030	Fauquier County Public Schools	520	CEDAR LEE MIDDLE	66,181.61
030	Fauquier County Public Schools	530	MARGARET M. PIERCE ELEM	68,503.79
030	Fauquier County Public Schools	660	WARRENTON MIDDLE	61,694.87
030	Fauquier County Public Schools	670	W.C. TAYLOR MIDDLE	62,794.52
030	Fauquier County Public Schools	701	FAUQUIER HIGH	69,492.62
030	Fauquier County Public Schools	720	P.B. SMITH ELEM	67,411.34
030	Fauquier County Public Schools	730	C.M. BRADLEY ELEM	64,967.57
030	Fauquier County Public Schools	740	W.G. COLEMAN ELEM	65,988.43

**Virginia Department of Education**  
**Average Teacher Salaries by School for School Year 2022-2023**

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 2022-2023 Salary
030	Fauquier County Public Schools	750	H.M. PEARSON ELEM	61,606.87
030	Fauquier County Public Schools	851	LIBERTY HIGH	62,881.23
030	Fauquier County Public Schools	853	JAMES G. BRUMFIELD ELEM	63,959.42
030	Fauquier County Public Schools	854	AUBURN MIDDLE	66,057.01
031	Floyd County Public Schools	360	FLOYD ELEM	50,064.86
031	Floyd County Public Schools	500	WILLIS ELEM	45,983.22
031	Floyd County Public Schools	650	INDIAN VALLEY ELEM	50,734.08
031	Floyd County Public Schools	660	FLOYD COUNTY HIGH	50,892.16
031	Floyd County Public Schools	90	CHECK ELEM	46,928.04
032	Fluvanna County Public Schools	260	FLUVANNA COUNTY HIGH	57,594.47
032	Fluvanna County Public Schools	300	CARYSBROOK ELEM	56,731.94
032	Fluvanna County Public Schools	310	CENTRAL ELEM	59,439.39
032	Fluvanna County Public Schools	320	FLUVANNA MIDDLE	59,316.62
033	Franklin County Public Schools	10	HENRY ELEM	52,009.75
033	Franklin County Public Schools	1170	SNOW CREEK ELEM	56,438.05
033	Franklin County Public Schools	1311	FRANKLIN COUNTY HIGH	50,025.96
033	Franklin County Public Schools	1320	BURNT CHIMNEY ELEM	55,225.07
033	Franklin County Public Schools	1360	FERRUM ELEM	48,984.33
033	Franklin County Public Schools	1370	BOONES MILL ELEM	50,857.18
033	Franklin County Public Schools	1380	ROCKY MOUNT ELEM	51,295.30
033	Franklin County Public Schools	20	DUDLEY ELEM	51,533.57
033	Franklin County Public Schools	31	BENJAMIN FRANKLIN MIDDLE	52,304.62
033	Franklin County Public Schools	350	CALLAWAY ELEM	51,772.76
033	Franklin County Public Schools	660	LEE M. WAID ELEM	48,154.62
033	Franklin County Public Schools	690	GLADE HILL ELEM	47,817.95
033	Franklin County Public Schools	960	SONTAG ELEM	49,918.70
033	Franklin County Public Schools	980	WINDY GAP ELEM	47,628.36
034	Frederick County Public Schools	10	APPLE PIE RIDGE ELEM	58,239.83
034	Frederick County Public Schools	20	BASS-HOOVER ELEM	59,162.49
034	Frederick County Public Schools	30	JAMES WOOD HIGH	63,822.02
034	Frederick County Public Schools	320	ARMEL ELEM	60,330.83
034	Frederick County Public Schools	340	MIDDLETOWN ELEM	60,137.85
034	Frederick County Public Schools	380	GAINESBORO ELEM	60,188.48
034	Frederick County Public Schools	40	INDIAN HOLLOW ELEM	57,907.95
034	Frederick County Public Schools	410	STONEWALL ELEM	60,514.11
034	Frederick County Public Schools	420	JAMES WOOD MIDDLE	61,560.48
034	Frederick County Public Schools	460	FREDERICK COUNTY MIDDLE	62,533.57
034	Frederick County Public Schools	480	ROBERT E. AYLOR MIDDLE	60,471.77
034	Frederick County Public Schools	581	SHERANDO HIGH	62,425.77
034	Frederick County Public Schools	582	REDBUD RUN ELEM	60,117.60
034	Frederick County Public Schools	583	ORCHARD VIEW ELEM	57,399.95
034	Frederick County Public Schools	584	MILLBROOK HIGH	61,055.66
034	Frederick County Public Schools	586	ADMIRAL RICHARD E. BYRD MIDDLE	62,108.16
034	Frederick County Public Schools	587	EVENDALE ELEM	58,276.25
034	Frederick County Public Schools	590	GREENWOOD MILL ELEM	59,821.05
034	Frederick County Public Schools	591	JORDAN SPRINGS ELEM	57,310.59
035	Giles County Public Schools	10	EASTERN COMBINED	54,778.96
035	Giles County Public Schools	390	MACY MCCLAUGHERTY COMBINED	51,419.83
035	Giles County Public Schools	400	NARROWS ELEM/MID.	55,521.63
035	Giles County Public Schools	461	GILES HIGH	52,861.21
035	Giles County Public Schools	470	NARROWS HIGH	51,203.22
036	Gloucester County Public Schools	100	BOTETOURT ELEM	60,308.63
036	Gloucester County Public Schools	240	ACHILLES ELEM	57,524.33
036	Gloucester County Public Schools	250	ABINGDON ELEM	57,620.13
036	Gloucester County Public Schools	260	GLOUCESTER HIGH	60,479.41
036	Gloucester County Public Schools	270	PETSWORTH ELEM	56,963.52
036	Gloucester County Public Schools	280	PEASLEY MIDDLE	59,358.51

**Virginia Department of Education**  
**Average Teacher Salaries by School for School Year 2022-2023**

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 2022-2023 Salary
036	Gloucester County Public Schools	381	BETHEL ELEM	56,049.41
036	Gloucester County Public Schools	802	PAGE MIDDLE	56,833.29
037	Goochland County Public Schools	120	BYRD ELEM	58,503.00
037	Goochland County Public Schools	220	GOOCHLAND HIGH	58,285.00
037	Goochland County Public Schools	260	RANDOLPH ELEM	57,302.00
037	Goochland County Public Schools	340	GOOCHLAND MIDDLE	55,697.00
037	Goochland County Public Schools	360	GOOCHLAND ELEM	57,041.00
038	Grayson County Public Schools	11	INDEPENDENCE MIDDLE	48,063.21
038	Grayson County Public Schools	421	GRAYSON COUNTY HIGH	48,690.15
038	Grayson County Public Schools	422	INDEPENDENCE ELEM	47,449.14
038	Grayson County Public Schools	430	GRAYSON HIGHLANDS	48,557.88
038	Grayson County Public Schools	480	FAIRVIEW ELEM	46,598.71
038	Grayson County Public Schools	911	FRIES ELEM	44,731.22
039	Greene County Public Schools	10	NATHANAEL GREENE PRIMARY	59,391.00
039	Greene County Public Schools	20	NATHANAEL GREENE ELEM	56,297.00
039	Greene County Public Schools	30	RUCKERSVILLE ELEM	56,946.00
039	Greene County Public Schools	71	WILLIAM MONROE MIDDLE	57,091.00
039	Greene County Public Schools	72	WILLIAM MONROE HIGH	60,152.00
040	Greensville County Public Schools	190	EDWARD W WYATT MIDDLE	54,337.25
040	Greensville County Public Schools	200	GREENSVILLE COUNTY HIGH	55,923.06
040	Greensville County Public Schools	260	BELFIELD ELEM	52,323.94
040	Greensville County Public Schools	50	GREENSVILLE ELEM	57,474.77
041	Halifax County Public Schools	10	HALIFAX COUNTY HIGH	54,050.97
041	Halifax County Public Schools	1480	HALIFAX COUNTY MIDDLE	50,768.32
041	Halifax County Public Schools	1490	SYDNOR JENNINGS ELEM	53,877.89
041	Halifax County Public Schools	1510	SCOTTSBURG ELEM	53,995.86
041	Halifax County Public Schools	1521	SINAI ELEM	52,244.48
041	Halifax County Public Schools	1550	MEADVILLE ELEM	53,034.81
041	Halifax County Public Schools	1560	CLAYS MILL ELEM	55,570.60
041	Halifax County Public Schools	20	CLUSTER SPRINGS ELEM	52,626.14
041	Halifax County Public Schools	30	SOUTH BOSTON ELEM	53,357.22
041	Halifax County Public Schools	950	SOUTH BOSTON/HALIFAX EARLY LEARNING CTR	53,722.75
042	Hanover County Public Schools	150	HENRY CLAY ELEM	56,370.25
042	Hanover County Public Schools	162	JOHN M. GANDY ELEM	57,714.82
042	Hanover County Public Schools	20	BEAVERDAM ELEM	60,041.31
042	Hanover County Public Schools	200	KERSEY CREEK ELEM	57,389.08
042	Hanover County Public Schools	210	LAUREL MEADOW ELEM	57,923.75
042	Hanover County Public Schools	290	WASHINGTON-HENRY ELEM	58,448.75
042	Hanover County Public Schools	30	RURAL POINT ELEM	57,019.54
042	Hanover County Public Schools	360	BATTLEFIELD PARK ELEM	59,360.16
042	Hanover County Public Schools	370	MECHANICSVILLE HIGH	57,924.73
042	Hanover County Public Schools	40	SOUTH ANNA ELEM	56,950.94
042	Hanover County Public Schools	400	PATRICK HENRY HIGH	57,144.41
042	Hanover County Public Schools	410	PEARSON'S CORNER ELEM	55,546.02
042	Hanover County Public Schools	420	MECHANICSVILLE ELEM	58,660.20
042	Hanover County Public Schools	430	ELMONT ELEM	57,272.45
042	Hanover County Public Schools	440	BELL CREEK MIDDLE	56,187.03
042	Hanover County Public Schools	450	LIBERTY MIDDLE	55,875.24
042	Hanover County Public Schools	551	COOL SPRING ELEM	56,882.02
042	Hanover County Public Schools	552	POLE GREEN ELEM	58,893.97
042	Hanover County Public Schools	553	OAK KNOLL MIDDLE	56,375.66
042	Hanover County Public Schools	554	HANOVER HIGH	55,942.55
042	Hanover County Public Schools	61	CHICKAHOMINY MIDDLE	57,431.28
042	Hanover County Public Schools	62	ATLEE HIGH	57,493.25
042	Hanover County Public Schools	70	COLD HARBOR ELEM	57,121.27
043	Henrico County Public Schools	10	THREE CHOPT ELEM	54,510.66
043	Henrico County Public Schools	100	HUNGARY CREEK MIDDLE	57,094.13

**Virginia Department of Education**  
**Average Teacher Salaries by School for School Year 2022-2023**

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 2022-2023 Salary
043	Henrico County Public Schools	120	DONAHOE ELEM	54,459.49
043	Henrico County Public Schools	130	ROLFE MIDDLE	54,378.64
043	Henrico County Public Schools	140	GODWIN HIGH	57,272.26
043	Henrico County Public Schools	150	GAYTON ELEM	56,506.31
043	Henrico County Public Schools	160	DEEP RUN HIGH	57,271.31
043	Henrico County Public Schools	190	HIGHLAND SPRINGS HIGH	55,910.38
043	Henrico County Public Schools	20	GLEN ALLEN ELEM	55,492.63
043	Henrico County Public Schools	200	FAIR OAKS ELEM	54,445.45
043	Henrico County Public Schools	210	MONTROSE ELEM	52,172.87
043	Henrico County Public Schools	220	SANDSTON ELEM	55,704.83
043	Henrico County Public Schools	230	SPRINGFIELD PARK ELEM	58,759.34
043	Henrico County Public Schools	240	RIVERS EDGE ELEM	57,747.65
043	Henrico County Public Schools	250	L. DOUGLAS WILDER MIDDLE	55,149.52
043	Henrico County Public Schools	260	GREENWOOD ELEM	56,674.55
043	Henrico County Public Schools	270	NUCKOLS FARM ELEM	55,387.82
043	Henrico County Public Schools	280	POCAHONTAS MIDDLE	56,638.85
043	Henrico County Public Schools	290	VARINA ELEM	55,008.23
043	Henrico County Public Schools	300	ECHO LAKE ELEM	59,897.43
043	Henrico County Public Schools	310	TWIN HICKORY ELEM	55,812.22
043	Henrico County Public Schools	320	ARTHUR ASHE JR. ELEM	54,628.95
043	Henrico County Public Schools	330	WARD ELEM	54,185.30
043	Henrico County Public Schools	360	TUCKAHOE ELEM	57,274.44
043	Henrico County Public Schools	370	LAKESIDE ELEM	55,627.34
043	Henrico County Public Schools	380	GLEN LEA ELEM	53,817.38
043	Henrico County Public Schools	390	MOODY MIDDLE	56,323.24
043	Henrico County Public Schools	400	CRESTVIEW ELEM	57,325.61
043	Henrico County Public Schools	410	FREEMAN HIGH	56,472.86
043	Henrico County Public Schools	420	RATCLIFFE ELEM	54,220.73
043	Henrico County Public Schools	430	LABURNUM ELEM	53,777.95
043	Henrico County Public Schools	440	PEMBERTON ELEM	59,468.50
043	Henrico County Public Schools	450	MEHFOUD ELEM	56,745.51
043	Henrico County Public Schools	470	BAKER ELEM	53,789.06
043	Henrico County Public Schools	480	SKIPWITH ELEM	55,947.80
043	Henrico County Public Schools	490	TREVVETT ELEM	55,057.18
043	Henrico County Public Schools	50	LONGDALE ELEM	55,856.60
043	Henrico County Public Schools	500	BROOKLAND MIDDLE	55,112.53
043	Henrico County Public Schools	510	FAIRFIELD MIDDLE	54,661.66
043	Henrico County Public Schools	520	TUCKAHOE MIDDLE	56,651.65
043	Henrico County Public Schools	530	JOHNSON ELEM	53,014.81
043	Henrico County Public Schools	540	MAYBEURY ELEM	56,155.87
043	Henrico County Public Schools	550	SEVEN PINES ELEM	57,023.50
043	Henrico County Public Schools	570	PINCHBECK ELEM	56,286.06
043	Henrico County Public Schools	580	VARINA HIGH	54,947.98
043	Henrico County Public Schools	590	CHAMBERLAYNE ELEM	54,603.61
043	Henrico County Public Schools	60	SHORT PUMP ELEM	57,160.84
043	Henrico County Public Schools	600	TUCKER HIGH	57,584.34
043	Henrico County Public Schools	610	HENRICO HIGH	57,056.08
043	Henrico County Public Schools	620	DAVIS ELEM	56,115.32
043	Henrico County Public Schools	630	LONGAN ELEM	56,257.13
043	Henrico County Public Schools	640	HIGHLAND SPRINGS ELEM	58,495.39
043	Henrico County Public Schools	650	CARVER ELEM	56,274.02
043	Henrico County Public Schools	660	ADAMS ELEM	55,898.56
043	Henrico County Public Schools	670	HERMITAGE HIGH	56,331.63
043	Henrico County Public Schools	680	HOLLADAY ELEM	56,410.01
043	Henrico County Public Schools	690	QUIOCCASIN MIDDLE	55,752.52
043	Henrico County Public Schools	700	DUMBARTON ELEM	56,009.34
043	Henrico County Public Schools	710	SHADY GROVE ELEM	56,744.26

**Virginia Department of Education**  
**Average Teacher Salaries by School for School Year 2022-2023**

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 2022-2023 Salary
043	Henrico County Public Schools	80	SHORT PUMP MIDDLE	56,391.28
043	Henrico County Public Schools	82	KAECHELE ELEM	57,536.28
043	Henrico County Public Schools	90	RIDGE ELEM	55,271.01
043	Henrico County Public Schools	92	ELKO MIDDLE	54,310.86
043	Henrico County Public Schools	93	COLONIAL TRAIL ELEM	56,052.55
043	Henrico County Public Schools	94	HARVIE ELEM	55,112.46
043	Henrico County Public Schools	95	HOLMAN MIDDLE	58,083.87
043	Henrico County Public Schools	96	GLEN ALLEN HIGH	56,508.56
044	Henry County Public Schools	10	BASSETT HIGH	55,194.00
044	Henry County Public Schools	20	MAGNA VISTA HIGH	55,929.00
044	Henry County Public Schools	220	SANVILLE ELEM	55,291.00
044	Henry County Public Schools	361	AXTON ELEM	55,754.00
044	Henry County Public Schools	480	G.W. CARVER ELEM	54,210.00
044	Henry County Public Schools	530	DREWRY MASON ELEM	54,870.00
044	Henry County Public Schools	590	CAMPBELL COURT ELEM	54,961.00
044	Henry County Public Schools	620	FIELDALE-COLLINSVILLE MIDDLE	55,231.00
044	Henry County Public Schools	661	MEADOW VIEW ELEM	53,748.00
044	Henry County Public Schools	670	LAUREL PARK MIDDLE	55,590.00
044	Henry County Public Schools	740	RICH ACRES ELEM	54,581.00
044	Henry County Public Schools	760	STANLEYTOWN ELEM	55,099.00
044	Henry County Public Schools	872	MOUNT OLIVET ELEM	54,448.00
045	Highland County Public Schools	110	HIGHLAND ELEM	52,932.68
045	Highland County Public Schools	220	HIGHLAND HIGH	49,215.92
046	Isle of Wight County Public Schools	240	WINDSOR ELEM	58,355.90
046	Isle of Wight County Public Schools	250	WINDSOR HIGH	59,290.21
046	Isle of Wight County Public Schools	280	CARRSVILLE ELEM	57,979.75
046	Isle of Wight County Public Schools	320	HARDY ELEM	57,245.36
046	Isle of Wight County Public Schools	40	SMITHFIELD HIGH	58,355.00
046	Isle of Wight County Public Schools	421	CARROLLTON ELEM	56,604.38
046	Isle of Wight County Public Schools	422	GEORGIE D. TYLER MIDDLE	55,935.57
046	Isle of Wight County Public Schools	424	WESTSIDE ELEM	58,873.91
046	Isle of Wight County Public Schools	50	SMITHFIELD MIDDLE	58,777.20
048	King George County Public Schools	10	KING GEORGE MIDDLE	54,634.00
048	King George County Public Schools	100	KING GEORGE ELEM	59,401.00
048	King George County Public Schools	120	KING GEORGE HIGH	60,066.00
048	King George County Public Schools	221	SEALSTON ELEM	55,467.00
048	King George County Public Schools	50	POTOMAC ELEM	56,860.00
049	King and Queen County Public Schools	200	KING & QUEEN ELEM	51,480.00
049	King and Queen County Public Schools	280	CENTRAL HIGH	52,391.00
049	King and Queen County Public Schools	290	LAWSON-MARRIOTT ELEM	46,409.00
050	King William County Public Schools	130	KING WILLIAM HIGH	56,136.00
050	King William County Public Schools	160	HAMILTON HOLMES MIDDLE	57,197.00
050	King William County Public Schools	180	ACQUINTON ELEM	54,726.00
050	King William County Public Schools	190	COOL SPRING PRIMARY	55,284.00
051	Lancaster County Public Schools	10	LANCASTER HIGH	50,670.00
051	Lancaster County Public Schools	110	LANCASTER MIDDLE	52,230.00
051	Lancaster County Public Schools	210	LANCASTER PRIMARY	52,437.00
051	Lancaster County Public Schools	310	LANCASTER EARLY CHILDHOOD EDUCATION CENTER	54,241.00
052	Lee County Public Schools	160	DRYDEN ELEM	52,707.86
052	Lee County Public Schools	200	ST. CHARLES ELEM	53,860.89
052	Lee County Public Schools	290	PENNINGTON MIDDLE	47,652.27
052	Lee County Public Schools	300	LEE HIGH	61,966.42
052	Lee County Public Schools	330	ELK KNOB ELEM	54,435.87
052	Lee County Public Schools	470	JONESVILLE MIDDLE	51,855.38
052	Lee County Public Schools	630	FLATWOODS ELEM	51,565.53
052	Lee County Public Schools	670	ROSE HILL ELEM	53,644.72
052	Lee County Public Schools	820	ELYDALE MIDDLE	49,497.67

**Virginia Department of Education**  
**Average Teacher Salaries by School for School Year 2022-2023**

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 2022-2023 Salary
052	Lee County Public Schools	880	THOMAS WALKER HIGH	61,629.19
053	Loudoun County Public Schools	10	SUGARLAND ELEM	78,984.57
053	Loudoun County Public Schools	1000	DISCOVERY ELEM	76,019.40
053	Loudoun County Public Schools	1030	MADISON'S TRUST ELEM	77,400.71
053	Loudoun County Public Schools	1040	TRAILSIDE MIDDLE	77,774.01
053	Loudoun County Public Schools	1050	RIVERSIDE HIGH	82,988.57
053	Loudoun County Public Schools	1060	ROCK RIDGE HIGH	80,222.11
053	Loudoun County Public Schools	111	HILLSBORO CHARTER ACADEMY	84,455.27
053	Loudoun County Public Schools	1110	INDEPENDENCE HIGH	78,150.25
053	Loudoun County Public Schools	1120	BRAMBLETON MIDDLE	76,318.87
053	Loudoun County Public Schools	1130	LIGHTRIDGE HIGH	77,346.29
053	Loudoun County Public Schools	1131	HOVATTER ELEM	75,578.23
053	Loudoun County Public Schools	1140	WAXPOOL ELEM	78,597.88
053	Loudoun County Public Schools	1151	ELAINE E. THOMPSON ELEM	72,737.22
053	Loudoun County Public Schools	120	FREEDOM HIGH	77,288.28
053	Loudoun County Public Schools	1200	MIDDLEBURG COMMUNITY CHARTER	81,364.06
053	Loudoun County Public Schools	130	LUCKETTS ELEM	82,916.66
053	Loudoun County Public Schools	140	POTOMAC FALLS HIGH	82,347.85
053	Loudoun County Public Schools	150	ALGONKIAN ELEM	85,409.37
053	Loudoun County Public Schools	160	COOL SPRING ELEM	82,645.43
053	Loudoun County Public Schools	170	ASHBURN ELEM	83,048.20
053	Loudoun County Public Schools	180	ROUND HILL ELEM	88,764.78
053	Loudoun County Public Schools	190	EVERGREEN MILL ELEM	81,205.36
053	Loudoun County Public Schools	20	J. LUPTON SIMPSON MIDDLE	79,136.61
053	Loudoun County Public Schools	200	TUSCARORA HIGH	82,456.16
053	Loudoun County Public Schools	210	FARMWELL STATION MIDDLE	81,958.08
053	Loudoun County Public Schools	220	BALL'S BLUFF ELEM	85,357.10
053	Loudoun County Public Schools	230	HAMILTON ELEM	86,390.38
053	Loudoun County Public Schools	240	SANDERS CORNER ELEM	86,860.77
053	Loudoun County Public Schools	250	POTOWMACK ELEM	78,091.39
053	Loudoun County Public Schools	270	NEWTON-LEE ELEM	80,147.36
053	Loudoun County Public Schools	280	SYCOLIN CREEK ELEM	86,030.64
053	Loudoun County Public Schools	290	LINCOLN ELEM	93,770.58
053	Loudoun County Public Schools	30	SENECA RIDGE MIDDLE	81,643.88
053	Loudoun County Public Schools	300	BELMONT STATION ELEM	78,085.38
053	Loudoun County Public Schools	31	DOMINION HIGH	82,082.80
053	Loudoun County Public Schools	320	MERCER MIDDLE	78,353.91
053	Loudoun County Public Schools	340	PINEBROOK ELEM	78,030.38
053	Loudoun County Public Schools	350	STEUART W. WELLER ELEM	79,879.84
053	Loudoun County Public Schools	360	WILLARD MIDDLE	75,688.74
053	Loudoun County Public Schools	370	JOHN CHAMPE HS	79,300.84
053	Loudoun County Public Schools	371	GOSHEN POST ELEM	71,979.16
053	Loudoun County Public Schools	380	MOOREFIELD STATION ELEM	78,382.90
053	Loudoun County Public Schools	40	ROLLING RIDGE ELEM	76,187.69
053	Loudoun County Public Schools	400	HILLSIDE ELEM	81,140.35
053	Loudoun County Public Schools	420	BRIAR WOODS HIGH	84,630.24
053	Loudoun County Public Schools	430	LEGACY ELEM	79,222.01
053	Loudoun County Public Schools	450	BUFFALO TRAIL ELEM	80,888.61
053	Loudoun County Public Schools	460	CARDINAL RIDGE ELEM	71,023.87
053	Loudoun County Public Schools	470	DOMINION TRAIL ELEM	81,943.45
053	Loudoun County Public Schools	500	LOWES ISLAND ELEM	76,057.29
053	Loudoun County Public Schools	510	ALDIE ELEM	83,390.74
053	Loudoun County Public Schools	520	HARPER PARK MIDDLE	85,047.11
053	Loudoun County Public Schools	530	FREDERICK DOUGLASS ELEM	75,619.91
053	Loudoun County Public Schools	532	W.O. ROBEY HIGH	80,835.37
053	Loudoun County Public Schools	540	CREIGHTON'S CORNER ELEM	78,605.75
053	Loudoun County Public Schools	550	ROSA LEE CARTER ELEM	80,083.73



**Virginia Department of Education**  
**Average Teacher Salaries by School for School Year 2022-2023**

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 2022-2023 Salary
053	Loudoun County Public Schools	560	LIBERTY ELEM	78,999.81
053	Loudoun County Public Schools	570	STONE HILL MIDDLE	77,551.07
053	Loudoun County Public Schools	580	J MICHAEL LUNSFORD MIDDLE	80,133.53
053	Loudoun County Public Schools	590	WOODGROVE HIGH	90,158.40
053	Loudoun County Public Schools	60	PARK VIEW HIGH	77,497.17
053	Loudoun County Public Schools	600	KENNETH W CULBERT ELEM	86,293.57
053	Loudoun County Public Schools	610	ARCOLA ELEM	79,993.47
053	Loudoun County Public Schools	650	BANNEKER ELEM	79,304.42
053	Loudoun County Public Schools	660	LOUDOUN COUNTY HIGH	85,998.45
053	Loudoun County Public Schools	680	LOUDOUN VALLEY HIGH	83,589.85
053	Loudoun County Public Schools	690	STERLING ELEM	76,048.27
053	Loudoun County Public Schools	70	MEADOWLAND ELEM	75,875.97
053	Loudoun County Public Schools	700	WATERFORD ELEM	88,605.54
053	Loudoun County Public Schools	710	CATOCTIN ELEM	83,627.57
053	Loudoun County Public Schools	720	GUILFORD ELEM	75,258.95
053	Loudoun County Public Schools	730	EMERICK ELEM	89,518.40
053	Loudoun County Public Schools	740	BROAD RUN HIGH	84,096.95
053	Loudoun County Public Schools	750	SULLY ELEM	78,577.92
053	Loudoun County Public Schools	760	STERLING MIDDLE	74,667.28
053	Loudoun County Public Schools	780	LOVETTSVILLE ELEM	86,130.60
053	Loudoun County Public Schools	790	BLUE RIDGE MIDDLE	87,783.22
053	Loudoun County Public Schools	80	LEESBURG ELEM	85,028.80
053	Loudoun County Public Schools	820	HORIZON ELEM	79,339.57
053	Loudoun County Public Schools	840	CEDAR LANE ELEM	81,072.42
053	Loudoun County Public Schools	850	STONE BRIDGE HIGH	80,324.19
053	Loudoun County Public Schools	860	LITTLE RIVER ELEM	80,356.13
053	Loudoun County Public Schools	870	SELDENS LANDING ELEM	82,330.30
053	Loudoun County Public Schools	880	EAGLE RIDGE MIDDLE	80,848.76
053	Loudoun County Public Schools	890	COUNTRYSIDE ELEM	75,051.37
053	Loudoun County Public Schools	90	SMART'S MILL MIDDLE	78,381.23
053	Loudoun County Public Schools	900	HERITAGE HIGH	85,864.25
053	Loudoun County Public Schools	91	FRANCES HAZEL REID ELEM	85,681.77
053	Loudoun County Public Schools	910	MILL RUN ELEM	86,243.03
053	Loudoun County Public Schools	921	HARMONY MIDDLE	88,489.32
053	Loudoun County Public Schools	930	RIVER BEND MIDDLE	76,882.70
053	Loudoun County Public Schools	940	BELMONT RIDGE MIDDLE	81,468.34
053	Loudoun County Public Schools	950	JOHN W. TOLBERT JR. ELEM	85,475.94
053	Loudoun County Public Schools	960	HUTCHISON FARM ELEM	78,964.36
053	Loudoun County Public Schools	970	FOREST GROVE ELEM	73,631.52
053	Loudoun County Public Schools	980	MOUNTAIN VIEW ELEM	82,543.44
054	Louisa County Public Schools	601	LOUISA COUNTY MIDDLE	60,323.00
054	Louisa County Public Schools	602	LOUISA COUNTY HIGH	59,464.00
054	Louisa County Public Schools	610	THOMAS JEFFERSON ELEM	59,233.00
054	Louisa County Public Schools	641	TREVILIANS ELEM	59,625.00
054	Louisa County Public Schools	660	JOUETT ELEM	58,693.00
054	Louisa County Public Schools	80	MOSS-NUCKOLS ELEM	56,026.00
055	Lunenburg County Public Schools	140	VICTORIA ELEM	53,151.19
055	Lunenburg County Public Schools	171	LUNENBURG MIDDLE	53,961.43
055	Lunenburg County Public Schools	240	KENBRIDGE ELEM	51,980.31
055	Lunenburg County Public Schools	560	CENTRAL HIGH	53,887.84
056	Madison County Public Schools	200	WAVERLY YOWELL ELEM	52,450.00
056	Madison County Public Schools	221	MADISON COUNTY HIGH	54,404.00
056	Madison County Public Schools	222	WILLIAM H. WETSEL MIDDLE	54,101.00
056	Madison County Public Schools	230	MADISON PRIMARY	55,664.00
057	Mathews County Public Schools	100	THOMAS HUNTER MIDDLE	57,460.77
057	Mathews County Public Schools	190	MATHEWS HIGH	54,969.05
057	Mathews County Public Schools	291	MATHEWS ELEM	57,455.64

**Virginia Department of Education**  
**Average Teacher Salaries by School for School Year 2022-2023**

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 2022-2023 Salary
058	Mecklenburg County Public Schools	1000	CLARKSVILLE ELEM	51,636.00
058	Mecklenburg County Public Schools	1020	LACROSSE ELEM	50,792.00
058	Mecklenburg County Public Schools	1040	MECKLENBURG COUNTY MIDDLE	50,018.00
058	Mecklenburg County Public Schools	1041	MECKLENBURG COUNTY HIGH	48,800.00
058	Mecklenburg County Public Schools	190	SOUTH HILL ELEM	50,051.00
058	Mecklenburg County Public Schools	910	CHASE CITY ELEM	53,939.00
059	Middlesex County Public Schools	140	ST. CLARE WALKER MIDDLE	57,022.52
059	Middlesex County Public Schools	291	MIDDLESEX ELEM	54,144.43
059	Middlesex County Public Schools	90	MIDDLESEX HIGH	55,854.23
060	Montgomery County Public Schools	10	HARDING AVENUE ELEM	51,893.10
060	Montgomery County Public Schools	210	PRICES FORK ELEM	54,111.80
060	Montgomery County Public Schools	290	SHAWSVILLE MIDDLE	52,463.28
060	Montgomery County Public Schools	30	EASTERN MONTGOMERY ELEM	53,082.00
060	Montgomery County Public Schools	600	FALLING BRANCH ELEM	54,359.43
060	Montgomery County Public Schools	650	AUBURN HIGH	56,956.17
060	Montgomery County Public Schools	671	CHRISTIANSBURG MIDDLE	51,727.16
060	Montgomery County Public Schools	700	BELVIEW ELEM	52,371.43
060	Montgomery County Public Schools	710	BLACKSBURG MIDDLE	54,289.24
060	Montgomery County Public Schools	730	MARGARET BEEKS ELEM	52,134.81
060	Montgomery County Public Schools	740	CHRISTIANSBURG ELEM	51,824.95
060	Montgomery County Public Schools	750	GILBERT LINKOUS ELEM	53,324.69
060	Montgomery County Public Schools	760	BLACKSBURG HIGH	56,254.04
060	Montgomery County Public Schools	770	CHRISTIANSBURG HIGH	54,590.24
060	Montgomery County Public Schools	780	CHRISTIANSBURG PRIMARY	53,137.55
060	Montgomery County Public Schools	901	KIPPS ELEM	53,828.27
060	Montgomery County Public Schools	902	AUBURN ELEM	52,839.34
060	Montgomery County Public Schools	903	AUBURN MIDDLE	51,200.37
060	Montgomery County Public Schools	904	EASTERN MONTGOMERY HIGH	53,267.09
062	Nelson County Public Schools	10	ROCKFISH RIVER ELEM	59,920.35
062	Nelson County Public Schools	20	TYE RIVER ELEM	58,100.56
062	Nelson County Public Schools	710	NELSON COUNTY HIGH	60,705.76
062	Nelson County Public Schools	730	NELSON MIDDLE	57,670.75
063	New Kent County Public Schools	10	NEW KENT ELEM	54,999.00
063	New Kent County Public Schools	100	NEW KENT MIDDLE	56,643.00
063	New Kent County Public Schools	180	GEORGE W. WATKINS ELEM	58,434.00
063	New Kent County Public Schools	20	NEW KENT HIGH	56,577.00
063	New Kent County Public Schools	300	QUINTON ELEM	56,357.00
065	Northampton County Public Schools	350	NORTHAMPTON HIGH	51,652.11
065	Northampton County Public Schools	360	NORTHAMPTON MIDDLE	49,953.00
065	Northampton County Public Schools	451	OCCOHANNOCK ELEM	51,327.90
065	Northampton County Public Schools	452	KIPTOPEKE ELEM	50,319.62
066	Northumberland County Public Schools	210	NORTHUMBERLAND MIDDLE	56,071.00
066	Northumberland County Public Schools	331	NORTHUMBERLAND ELEM	60,122.00
066	Northumberland County Public Schools	40	NORTHUMBERLAND HIGH	50,448.00
067	Nottoway County Public Schools	300	NOTTOWAY INTERMEDIATE	48,183.00
067	Nottoway County Public Schools	301	NOTTOWAY HIGH	53,338.00
067	Nottoway County Public Schools	302	NOTTOWAY MIDDLE	52,615.00
067	Nottoway County Public Schools	330	CREWE PRIMARY	58,003.00
067	Nottoway County Public Schools	340	BLACKSTONE PRIMARY	55,268.00
068	Orange County Public Schools	330	ORANGE CO. HIGH	56,572.28
068	Orange County Public Schools	340	PROSPECT HEIGHTS MIDDLE	55,588.55
068	Orange County Public Schools	350	UNIONVILLE ELEM	58,101.79
068	Orange County Public Schools	360	GORDON-BARBOUR ELEM	55,761.29
068	Orange County Public Schools	370	ORANGE ELEM	57,202.04
068	Orange County Public Schools	471	LOCUST GROVE MIDDLE	54,648.93
068	Orange County Public Schools	50	LOCUST GROVE ELEM	55,036.00
068	Orange County Public Schools	51	LOCUST GROVE PRIMARY	55,567.83

**Virginia Department of Education**  
**Average Teacher Salaries by School for School Year 2022-2023**

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 2022-2023 Salary
068	Orange County Public Schools	70	LIGHTFOOT ELEM	53,914.12
069	Page County Public Schools	110	LURAY HIGH	62,486.80
069	Page County Public Schools	210	STANLEY ELEM	52,309.31
069	Page County Public Schools	310	SHENANDOAH ELEM	44,451.38
069	Page County Public Schools	350	LURAY ELEM	42,719.80
069	Page County Public Schools	380	PAGE COUNTY HIGH	62,692.63
069	Page County Public Schools	390	PAGE COUNTY MIDDLE	58,144.05
069	Page County Public Schools	400	LURAY MIDDLE	52,136.32
069	Page County Public Schools	50	SPRINGFIELD ELEM	51,608.30
070	Patrick County Public Schools	150	MEADOWS OF DAN ELEM	47,128.00
070	Patrick County Public Schools	320	STUART ELEM	51,593.00
070	Patrick County Public Schools	350	HARDIN REYNOLDS MEMORIAL SCHOOL	48,286.00
070	Patrick County Public Schools	440	BLUE RIDGE ELEM	50,752.00
070	Patrick County Public Schools	680	PATRICK SPRINGS PRIM	48,201.00
070	Patrick County Public Schools	700	PATRICK COUNTY HIGH	50,581.00
070	Patrick County Public Schools	80	WOOLWINE ELEM	53,280.00
071	Pittsylvania County Public Schools	1090	DAN RIVER MIDDLE	50,943.75
071	Pittsylvania County Public Schools	1130	TUNSTALL MIDDLE	52,602.85
071	Pittsylvania County Public Schools	1460	SOUTHSIDE ELEM	54,856.12
071	Pittsylvania County Public Schools	1660	CHATHAM MIDDLE	51,695.60
071	Pittsylvania County Public Schools	1680	DAN RIVER HIGH	52,901.06
071	Pittsylvania County Public Schools	1690	KENTUCK ELEM	50,620.32
071	Pittsylvania County Public Schools	1700	GRETNA HIGH	54,090.91
071	Pittsylvania County Public Schools	1710	STONY MILL ELEM	50,379.24
071	Pittsylvania County Public Schools	1720	CHATHAM HIGH	52,776.49
071	Pittsylvania County Public Schools	1730	TUNSTALL HIGH	54,529.02
071	Pittsylvania County Public Schools	1740	UNION HALL ELEM	53,613.37
071	Pittsylvania County Public Schools	1750	MT. AIRY ELEM	50,768.92
071	Pittsylvania County Public Schools	1851	TWIN SPRINGS ELEM	54,551.94
071	Pittsylvania County Public Schools	1853	BROSVILLE ELEM	51,271.74
071	Pittsylvania County Public Schools	280	GRETNA ELEM	52,399.74
071	Pittsylvania County Public Schools	290	GRETNA MIDDLE	51,577.94
071	Pittsylvania County Public Schools	30	JOHN L. HURT ELEM	53,803.42
071	Pittsylvania County Public Schools	640	CHATHAM ELEM	51,242.20
072	Powhatan County Public Schools	11	POWHATAN HIGH	56,988.00
072	Powhatan County Public Schools	13	POWHATAN ELEM	56,651.47
072	Powhatan County Public Schools	130	POWHATAN MIDDLE	57,755.42
072	Powhatan County Public Schools	21	FLAT ROCK ELEM	57,822.23
072	Powhatan County Public Schools	231	POCAHONTAS ELEM	55,682.33
073	Prince Edward County Public Schools	10	PRINCE EDWARD ELEM	48,125.00
073	Prince Edward County Public Schools	20	PRINCE EDWARD MIDDLE	51,534.00
073	Prince Edward County Public Schools	400	PRINCE EDWARD COUNTY HIGH	47,485.00
074	Prince George County Public Schools	20	PRINCE GEORGE HIGH	59,307.00
074	Prince George County Public Schools	280	MIDDLE ROAD ELEM	56,258.00
074	Prince George County Public Schools	290	NORTH ELEM	56,565.00
074	Prince George County Public Schools	300	SOUTH ELEM	58,917.00
074	Prince George County Public Schools	310	L.L. BEAZLEY ELEM	59,058.00
074	Prince George County Public Schools	320	J.E.J. MOORE MIDDLE	59,099.00
074	Prince George County Public Schools	340	DAVID A. HARRISON ELEM	59,847.00
075	Prince William County Public Schools	1060	PATRIOT HIGH	81,708.20
075	Prince William County Public Schools	110	PINEY BRANCH ELEM	76,576.98
075	Prince William County Public Schools	120	ENTERPRISE ELEM	73,776.78
075	Prince William County Public Schools	130	JOHN F. PATTIE SR. ELEM	74,100.33
075	Prince William County Public Schools	140	POTOMAC HIGH	78,367.31
075	Prince William County Public Schools	150	THE NOKESVILLE SCHOOL	74,819.21
075	Prince William County Public Schools	160	MARTIN LUTHER KING JR. ELEM	73,120.21
075	Prince William County Public Schools	170	POTOMAC MIDDLE	78,050.46

**Virginia Department of Education**  
**Average Teacher Salaries by School for School Year 2022-2023**

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 2022-2023 Salary
075	Prince William County Public Schools	180	LAKE RIDGE ELEM	69,646.67
075	Prince William County Public Schools	190	WOODBINE PRE-SCHOOL CENTER	79,979.33
075	Prince William County Public Schools	20	SUDLEY ELEM	74,693.71
075	Prince William County Public Schools	200	ASHLAND ELEM	74,345.89
075	Prince William County Public Schools	220	J.W. ALVEY ELEM	77,421.14
075	Prince William County Public Schools	231	MARY G. PORTER TRADITIONAL	79,133.97
075	Prince William County Public Schools	240	MARY WILLIAMS ELEM	72,664.07
075	Prince William County Public Schools	250	HAYMARKET ELEM	78,138.75
075	Prince William County Public Schools	260	OCCOQUAN ELEM	70,005.83
075	Prince William County Public Schools	270	SUELLA G. ELLIS ELEM	69,683.15
075	Prince William County Public Schools	280	DUMFRIES ELEM	75,743.41
075	Prince William County Public Schools	290	BATTLEFIELD HIGH	81,501.14
075	Prince William County Public Schools	30	MINNIEVILLE ELEM	74,798.60
075	Prince William County Public Schools	300	FREEDOM HIGH	78,164.49
075	Prince William County Public Schools	306	KYLE R. WILSON ELEM	70,946.72
075	Prince William County Public Schools	309	COVINGTON-HARPER ELEM	71,700.20
075	Prince William County Public Schools	310	RONALD WILSON REAGAN MIDDLE	75,466.48
075	Prince William County Public Schools	319	JOHN D. JENKINS ELEM	68,137.31
075	Prince William County Public Schools	320	SPRINGWOODS ELEM	74,517.60
075	Prince William County Public Schools	330	A. HENDERSON ELEM	71,830.73
075	Prince William County Public Schools	340	GLENKIRK ELEM	81,464.35
075	Prince William County Public Schools	350	YORKSHIRE ELEM	73,818.72
075	Prince William County Public Schools	360	SAMUEL L. GRAVELY JR. ELEM SCH	79,256.45
075	Prince William County Public Schools	370	FANNIE W. FITZGERALD ELEM	66,708.98
075	Prince William County Public Schools	380	HERBERT J. SAUNDERS MIDDLE	73,765.15
075	Prince William County Public Schools	390	VICTORY ELEM	78,882.85
075	Prince William County Public Schools	40	ROCKLEDGE ELEM	71,358.08
075	Prince William County Public Schools	414	POTOMAC SHORES MIDDLE	73,271.52
075	Prince William County Public Schools	430	TRIANGLE ELEM	75,313.21
075	Prince William County Public Schools	440	R. DEAN KILBY ELEM	67,914.41
075	Prince William County Public Schools	450	FEATHERSTONE ELEM	77,730.34
075	Prince William County Public Schools	460	LOCH LOMOND ELEM	73,587.31
075	Prince William County Public Schools	470	T CLAY WOOD ELEM	80,284.48
075	Prince William County Public Schools	480	UNITY BRAXTON MIDDLE	73,614.56
075	Prince William County Public Schools	490	E.H. MARSTELLER MIDDLE	79,546.33
075	Prince William County Public Schools	500	SIGNAL HILL ELEM	72,860.51
075	Prince William County Public Schools	501	PARKSIDE MIDDLE	69,907.96
075	Prince William County Public Schools	5010	CHARLES J COLGAN SR HIGH	77,164.45
075	Prince William County Public Schools	510	GRAHAM PARK MIDDLE	71,325.45
075	Prince William County Public Schools	5130	GAINESVILLE HIGH	73,348.81
075	Prince William County Public Schools	520	FRED M. LYNN MIDDLE	67,849.85
075	Prince William County Public Schools	530	BRENTSVILLE DISTRICT HIGH	81,862.08
075	Prince William County Public Schools	540	WEST GATE ELEM	71,738.46
075	Prince William County Public Schools	550	POTOMAC VIEW ELEM	70,291.62
075	Prince William County Public Schools	560	WOODBIDGE MIDDLE	74,269.44
075	Prince William County Public Schools	570	MARUMSCO HILLS ELEM	73,812.12
075	Prince William County Public Schools	580	ELIZABETH VAUGHAN ELEM	74,534.50
075	Prince William County Public Schools	591	RIPPON MIDDLE	70,675.22
075	Prince William County Public Schools	60	WOODBIDGE HIGH	74,360.11
075	Prince William County Public Schools	600	BELMONT ELEM	66,022.11
075	Prince William County Public Schools	610	DALE CITY ELEM	77,222.19
075	Prince William County Public Schools	620	C.A. SINCLAIR ELEM	75,303.03
075	Prince William County Public Schools	630	GEORGE G. TYLER ELEM	78,636.21
075	Prince William County Public Schools	640	GEORGE M. HAMPTON MIDDLE	70,560.11
075	Prince William County Public Schools	660	COLES ELEM	75,252.11
075	Prince William County Public Schools	670	BEL AIR ELEM	73,768.95
075	Prince William County Public Schools	680	UNITY REED HIGH	78,224.46

**Virginia Department of Education**  
**Average Teacher Salaries by School for School Year 2022-2023**

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 2022-2023 Salary
075	Prince William County Public Schools	690	GAR-FIELD HIGH	79,863.73
075	Prince William County Public Schools	70	KERRYDALE ELEM	73,189.97
075	Prince William County Public Schools	700	NEABSCO ELEM	71,407.14
075	Prince William County Public Schools	710	C.D. HYLTON HIGH	82,391.58
075	Prince William County Public Schools	720	LAKE RIDGE MIDDLE	73,768.88
075	Prince William County Public Schools	730	SHARON C. MCAULIFFE ELEM	76,866.51
075	Prince William County Public Schools	740	WESTRIDGE ELEM	77,087.84
075	Prince William County Public Schools	750	RIVER OAKS ELEM	68,358.24
075	Prince William County Public Schools	760	ANTIETAM ELEM	69,198.14
075	Prince William County Public Schools	770	GEORGE P. MULLEN ELEM	72,733.29
075	Prince William County Public Schools	780	STUART M. BEVILLE MIDDLE	76,335.95
075	Prince William County Public Schools	790	THURGOOD MARSHALL ELEM	70,839.98
075	Prince William County Public Schools	80	OSBOURN PARK HIGH	74,704.63
075	Prince William County Public Schools	800	MONTCLAIR ELEM	67,734.07
075	Prince William County Public Schools	810	MOUNTAIN VIEW ELEM	81,721.75
075	Prince William County Public Schools	820	OLD BRIDGE ELEM	85,113.58
075	Prince William County Public Schools	830	LEESYLVANIA ELEM	73,423.98
075	Prince William County Public Schools	840	BENNETT ELEM	74,901.68
075	Prince William County Public Schools	850	SONNIE PENN ELEM	75,009.07
075	Prince William County Public Schools	860	BRISTOW RUN ELEM	82,029.24
075	Prince William County Public Schools	870	FOREST PARK HIGH	79,514.57
075	Prince William County Public Schools	880	LOUISE A. BENTON MIDDLE	79,728.17
075	Prince William County Public Schools	890	SWANS CREEK ELEM	73,200.40
075	Prince William County Public Schools	900	CEDAR POINT ELEM	81,830.68
075	Prince William County Public Schools	920	BULL RUN MIDDLE	81,425.28
075	Prince William County Public Schools	941	ROSA PARKS ELEM	74,376.00
075	Prince William County Public Schools	945	PENNINGTON TRADITIONAL	76,324.34
075	Prince William County Public Schools	950	BUCKLAND MILLS ELEM	76,640.13
075	Prince William County Public Schools	960	GAINESVILLE MIDDLE	79,756.29
075	Prince William County Public Schools	970	CHRIS YUNG ELEM	74,370.50
077	Pulaski County Public Schools	10	PULASKI COUNTY SR. HIGH	52,625.00
077	Pulaski County Public Schools	20	CRITZER ELEM	50,519.00
077	Pulaski County Public Schools	230	PULASKI ELEM	52,883.00
077	Pulaski County Public Schools	430	SNOWVILLE ELEM	56,393.00
077	Pulaski County Public Schools	500	RIVERLAWN ELEM	53,125.00
077	Pulaski County Public Schools	540	DUBLIN ELEM	52,708.00
077	Pulaski County Public Schools	560	PULASKI COUNTY MIDDLE	50,760.00
078	Rappahannock County Public Schools	230	RAPPAHANNOCK CO. HIGH	63,215.38
078	Rappahannock County Public Schools	240	RAPPAHANNOCK COUNTY ELEM	59,344.82
079	Richmond County Public Schools	20	RICHMOND COUNTY ELEM	55,176.29
079	Richmond County Public Schools	210	RAPPAHANNOCK HIGH	57,500.93
080	Roanoke County Public Schools	10	HIDDEN VALLEY MIDDLE	56,142.91
080	Roanoke County Public Schools	180	BURLINGTON ELEM	51,426.55
080	Roanoke County Public Schools	232	WILLIAM BYRD MIDDLE	53,519.01
080	Roanoke County Public Schools	290	MT. PLEASANT ELEM	54,186.41
080	Roanoke County Public Schools	330	CLEARBROOK ELEM	53,554.20
080	Roanoke County Public Schools	40	FORT LEWIS ELEM	53,202.68
080	Roanoke County Public Schools	420	BACK CREEK ELEM	51,950.15
080	Roanoke County Public Schools	470	CAVE SPRING HIGH	53,651.98
080	Roanoke County Public Schools	480	OAK GROVE ELEM	53,986.43
080	Roanoke County Public Schools	490	GLENVAR ELEM	53,902.80
080	Roanoke County Public Schools	50	PENN FOREST ELEM	54,085.63
080	Roanoke County Public Schools	500	MOUNTAIN VIEW ELEM	55,242.79
080	Roanoke County Public Schools	520	NORTHSIDE HIGH	51,628.21
080	Roanoke County Public Schools	530	MASON'S COVE ELEM	53,292.37
080	Roanoke County Public Schools	540	HERMAN L. HORN ELEM	53,432.93
080	Roanoke County Public Schools	560	CAVE SPRING ELEM	55,517.83

**Virginia Department of Education**  
**Average Teacher Salaries by School for School Year 2022-2023**

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 2022-2023 Salary
080	Roanoke County Public Schools	60	W.E. CUNDIFF ELEM	50,527.16
080	Roanoke County Public Schools	600	GREEN VALLEY ELEM	51,740.03
080	Roanoke County Public Schools	610	GLENVAR HIGH	55,225.46
080	Roanoke County Public Schools	620	CAVE SPRING MIDDLE	53,933.79
080	Roanoke County Public Schools	630	WILLIAM BYRD HIGH	54,026.12
080	Roanoke County Public Schools	640	NORTHSIDE MIDDLE	54,047.11
080	Roanoke County Public Schools	650	GLEN COVE ELEM	53,630.86
080	Roanoke County Public Schools	751	GLENVAR MIDDLE	55,287.15
080	Roanoke County Public Schools	752	BONSACK ELEM	56,710.99
080	Roanoke County Public Schools	754	HIDDEN VALLEY HIGH	55,419.67
081	Rockbridge County Public Schools	150	FAIRFIELD ELEM	53,272.00
081	Rockbridge County Public Schools	22	ROCKBRIDGE COUNTY HIGH	54,795.00
081	Rockbridge County Public Schools	340	MOUNTAIN VIEW ELEM	52,314.00
081	Rockbridge County Public Schools	641	NATURAL BRIDGE ELEM	49,562.00
081	Rockbridge County Public Schools	650	CENTRAL ELEM	52,611.00
081	Rockbridge County Public Schools	678	MAURY RIVER MIDDLE	51,871.00
082	Rockingham County Public Schools	10	PLAINS ELEM	55,603.65
082	Rockingham County Public Schools	1071	JOHN C. MYERS ELEM	55,238.02
082	Rockingham County Public Schools	1073	PEAK VIEW ELEM	55,939.90
082	Rockingham County Public Schools	20	SPOTSWOOD HIGH	56,824.61
082	Rockingham County Public Schools	360	LINVILLE-EDOM ELEM	55,371.40
082	Rockingham County Public Schools	390	RIVER BEND ELEM	54,651.63
082	Rockingham County Public Schools	391	EAST ROCKINGHAM HIGH	55,354.29
082	Rockingham County Public Schools	400	ELKTON ELEM	53,734.44
082	Rockingham County Public Schools	500	LACEY SPRING ELEM	55,408.78
082	Rockingham County Public Schools	520	MOUNTAIN VIEW ELEM	55,234.05
082	Rockingham County Public Schools	600	MCGAHEYSVILLE ELEM	53,298.73
082	Rockingham County Public Schools	830	SOUTH RIVER ELEM	56,718.96
082	Rockingham County Public Schools	850	TURNER ASHBY HIGH	57,212.10
082	Rockingham County Public Schools	860	MONTEVIDEO MIDDLE	54,702.25
082	Rockingham County Public Schools	861	CUB RUN ELEM	54,897.33
082	Rockingham County Public Schools	870	BROADWAY HIGH	55,916.43
082	Rockingham County Public Schools	890	WILBUR S. PENCE MIDDLE	56,747.92
082	Rockingham County Public Schools	900	ELKTON MIDDLE	53,344.14
082	Rockingham County Public Schools	920	OTTOBINE ELEM	57,486.00
082	Rockingham County Public Schools	940	FULKS RUN ELEM	57,272.58
082	Rockingham County Public Schools	950	PLEASANT VALLEY ELEM	56,065.44
082	Rockingham County Public Schools	960	J. FRANK HILLYARD MIDDLE	55,490.78
082	Rockingham County Public Schools	970	JOHN W. WAYLAND ELEM	55,336.58
083	Russell County Public Schools	140	LEBANON HIGH	46,713.49
083	Russell County Public Schools	390	LEBANON PRIMARY	44,703.53
083	Russell County Public Schools	410	LEBANON ELEM	41,632.00
083	Russell County Public Schools	540	HONAKER HIGH	47,876.42
083	Russell County Public Schools	580	BELFAST ELEM	41,393.14
083	Russell County Public Schools	710	SWORDS CREEK ELEM	43,502.67
083	Russell County Public Schools	791	CASTLEWOOD HIGH	49,201.07
083	Russell County Public Schools	792	CASTLEWOOD ELEM	38,818.75
083	Russell County Public Schools	820	COPPER CREEK ELEM	43,013.00
083	Russell County Public Schools	890	HONAKER ELEM	44,437.79
083	Russell County Public Schools	902	LEBANON MIDDLE	42,294.04
084	Scott County Public Schools	102	FORT BLACKMORE PRIMARY	44,836.00
084	Scott County Public Schools	20	RYE COVE INTERMEDIATE	52,125.00
084	Scott County Public Schools	220	NICKELSVILLE ELEM	50,310.00
084	Scott County Public Schools	260	RYE COVE HIGH	52,445.00
084	Scott County Public Schools	42	DUNGANNON ELEMENTARY	49,153.00
084	Scott County Public Schools	641	SHOEMAKER ELEM	49,392.00
084	Scott County Public Schools	670	HILTON ELEM	53,025.00

**Virginia Department of Education**  
**Average Teacher Salaries by School for School Year 2022-2023**

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 2022-2023 Salary
084	Scott County Public Schools	740	WEBER CITY ELEM	48,710.00
084	Scott County Public Schools	750	DUFFIELD-PATTONSVILLE PRIMARY	48,953.00
084	Scott County Public Schools	770	GATE CITY HIGH	51,153.00
084	Scott County Public Schools	771	GATE CITY MIDDLE	50,449.00
084	Scott County Public Schools	780	TWIN SPRINGS HIGH	52,484.00
084	Scott County Public Schools	790	YUMA ELEM	50,741.00
085	Shenandoah County Public Schools	20	W.W. ROBINSON ELEM	57,669.00
085	Shenandoah County Public Schools	30	PETER MUHLENBERG MIDDLE	56,944.00
085	Shenandoah County Public Schools	40	NORTH FORK MIDDLE	58,980.00
085	Shenandoah County Public Schools	50	SIGNAL KNOB MIDDLE	59,530.00
085	Shenandoah County Public Schools	770	STRASBURG HIGH	59,925.00
085	Shenandoah County Public Schools	780	CENTRAL HIGH	58,332.00
085	Shenandoah County Public Schools	790	MOUNTAIN VIEW HIGH	61,378.00
085	Shenandoah County Public Schools	810	SANDY HOOK ELEM	57,343.00
085	Shenandoah County Public Schools	820	HONEY RUN ELEM	58,994.00
086	Smyth County Public Schools	120	NORTHWOOD MIDDLE	49,702.30
086	Smyth County Public Schools	250	NORTHWOOD HIGH	49,781.90
086	Smyth County Public Schools	290	ATKINS ELEM	48,700.40
086	Smyth County Public Schools	460	CHILHOWIE HIGH	50,799.79
086	Smyth County Public Schools	555	SUGAR GROVE ELEM	52,164.00
086	Smyth County Public Schools	680	MARION MIDDLE	47,893.89
086	Smyth County Public Schools	690	OAK POINT ELEM	48,457.59
086	Smyth County Public Schools	700	MARION SENIOR HIGH	49,166.84
086	Smyth County Public Schools	710	MARION ELEM	51,798.58
086	Smyth County Public Schools	720	RICH VALLEY ELEM	50,747.69
086	Smyth County Public Schools	730	CHILHOWIE ELEM	50,304.18
086	Smyth County Public Schools	740	SALTVILLE ELEM	53,365.89
086	Smyth County Public Schools	851	CHILHOWIE MIDDLE	47,665.31
087	Southampton County Public Schools	10	NOTTOWAY ELEM	51,426.11
087	Southampton County Public Schools	20	MEHERRIN ELEM	51,373.86
087	Southampton County Public Schools	690	SOUTHAMPTON HIGH	53,941.53
087	Southampton County Public Schools	700	SOUTHAMPTON MIDDLE	52,234.23
087	Southampton County Public Schools	710	CAPRON ELEM	51,691.33
087	Southampton County Public Schools	780	RIVERDALE ELEM	55,276.80
088	Spotsylvania County Public Schools	10	BATTLEFIELD ELEM	58,981.00
088	Spotsylvania County Public Schools	130	SPOTSYLVANIA ELEM	60,340.00
088	Spotsylvania County Public Schools	20	COURTLAND HIGH	60,604.00
088	Spotsylvania County Public Schools	22	COURTLAND ELEM	61,024.00
088	Spotsylvania County Public Schools	220	POST OAK MIDDLE	62,878.00
088	Spotsylvania County Public Schools	30	LEE HILL ELEM	61,757.00
088	Spotsylvania County Public Schools	330	SPOTSYLVANIA MIDDLE	61,258.00
088	Spotsylvania County Public Schools	340	BERKELEY ELEM	56,994.00
088	Spotsylvania County Public Schools	350	LIVINGSTON ELEM	59,091.00
088	Spotsylvania County Public Schools	360	SPOTSWOOD ELEM	57,149.00
088	Spotsylvania County Public Schools	370	SPOTSYLVANIA HIGH	62,655.00
088	Spotsylvania County Public Schools	381	CHANCELLOR HIGH	58,771.00
088	Spotsylvania County Public Schools	382	CHANCELLOR MIDDLE	63,784.00
088	Spotsylvania County Public Schools	390	SMITH STATION ELEM	59,870.00
088	Spotsylvania County Public Schools	40	CHANCELLOR ELEM	62,611.00
088	Spotsylvania County Public Schools	400	BROCK ROAD ELEM	61,522.00
088	Spotsylvania County Public Schools	50	BATTLEFIELD MIDDLE	61,663.00
088	Spotsylvania County Public Schools	501	COURTHOUSE RD ELEM	59,766.00
088	Spotsylvania County Public Schools	502	THORNBURG MIDDLE	59,505.00
088	Spotsylvania County Public Schools	503	RIVERVIEW ELEM	61,722.00
088	Spotsylvania County Public Schools	504	WILDERNESS ELEM	63,008.00
088	Spotsylvania County Public Schools	505	NI RIVER MIDDLE	60,029.00
088	Spotsylvania County Public Schools	506	MASSAPONAX HIGH	60,497.00

**Virginia Department of Education**  
**Average Teacher Salaries by School for School Year 2022-2023**

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 2022-2023 Salary
088	Spotsylvania County Public Schools	507	HARRISON ROAD ELEM	61,063.00
088	Spotsylvania County Public Schools	508	PARKSIDE ELEM	61,346.00
088	Spotsylvania County Public Schools	509	FREEDOM MIDDLE	58,820.00
088	Spotsylvania County Public Schools	510	RIVERBEND HIGH	59,848.00
088	Spotsylvania County Public Schools	511	CEDAR FOREST ELEM	59,962.00
088	Spotsylvania County Public Schools	60	SALEM ELEM	60,246.00
089	Stafford County Public Schools	10	EDWARD E. DREW JR. MIDDLE	63,909.86
089	Stafford County Public Schools	111	STAFFORD ELEM	61,973.91
089	Stafford County Public Schools	112	STAFFORD MIDDLE	62,390.80
089	Stafford County Public Schools	162	T. BENTON GAYLE MIDDLE	68,001.62
089	Stafford County Public Schools	20	STAFFORD SR. HIGH	70,792.31
089	Stafford County Public Schools	230	FERRY FARM ELEM	70,127.00
089	Stafford County Public Schools	250	HARTWOOD ELEM	66,520.60
089	Stafford County Public Schools	260	ANNE E. MONCURE ELEM	65,352.80
089	Stafford County Public Schools	270	GRAFTON VILLAGE ELEM	67,834.68
089	Stafford County Public Schools	280	FALMOUTH ELEM	67,884.03
089	Stafford County Public Schools	30	NORTH STAFFORD HIGH	65,784.11
089	Stafford County Public Schools	300	PARK RIDGE ELEM	65,484.81
089	Stafford County Public Schools	320	HAMPTON OAKS ELEM	62,214.69
089	Stafford County Public Schools	40	ANDREW G. WRIGHT MIDDLE	65,852.75
089	Stafford County Public Schools	41	GARRISONVILLE ELEM	66,225.15
089	Stafford County Public Schools	421	BROOKE POINT HIGH	68,028.33
089	Stafford County Public Schools	422	H.H. POOLE MIDDLE	63,576.57
089	Stafford County Public Schools	423	WINDING CREEK ELEM	63,746.00
089	Stafford County Public Schools	424	COLONIAL FORGE HIGH	68,375.18
089	Stafford County Public Schools	425	ROCKY RUN ELEM	64,886.33
089	Stafford County Public Schools	426	RODNEY E. THOMPSON MIDDLE	66,233.14
089	Stafford County Public Schools	427	KATE WALLER BARRETT ELEM	64,585.00
089	Stafford County Public Schools	429	MARGARET BRENT ELEM	64,638.15
089	Stafford County Public Schools	430	MOUNTAIN VIEW HIGH	66,529.20
089	Stafford County Public Schools	431	CONWAY ELEM	66,897.69
089	Stafford County Public Schools	432	DONALD B. DIXON-LYLE R. SMITH MIDDLE	67,796.61
089	Stafford County Public Schools	433	ANTHONY BURNS ELEM	61,392.02
089	Stafford County Public Schools	440	SHIRLEY C. HEIM MIDDLE	62,670.12
089	Stafford County Public Schools	50	WIDEWATER ELEM	63,571.99
089	Stafford County Public Schools	60	ROCKHILL ELEM	65,215.77
089	Stafford County Public Schools	920	RISING STAR EARLY CHILDHOOD EDUCATION CENTER AT	65,286.84
089	Stafford County Public Schools	992	NORTH STAR EARLY CHILDHOOD EDUCATION CENTER	64,590.61
090	Surry County Public Schools	10	SURRY COUNTY HIGH	59,720.00
090	Surry County Public Schools	20	SURRY ELEM	57,739.00
090	Surry County Public Schools	30	LUTHER P. JACKSON MIDDLE	55,416.00
091	Sussex County Public Schools	340	SUSSEX CENTRAL HIGH	61,060.00
091	Sussex County Public Schools	482	SUSSEX CENTRAL MIDDLE	55,026.00
091	Sussex County Public Schools	483	SUSSEX CENTRAL ELEM	60,193.00
092	Tazewell County Public Schools	10	GRAHAM MIDDLE	47,822.00
092	Tazewell County Public Schools	100	TAZEWELL MIDDLE	49,098.14
092	Tazewell County Public Schools	1020	ABBS VALLEY-BOISSEvain ELEM	43,334.18
092	Tazewell County Public Schools	1030	TAZEWELL PRIMARY	50,014.86
092	Tazewell County Public Schools	450	TAZEWELL INTERMEDIATE	48,821.08
092	Tazewell County Public Schools	750	DUDLEY PRIMARY	50,463.24
092	Tazewell County Public Schools	821	RICHLANDS HIGH	51,814.47
092	Tazewell County Public Schools	822	RICHLANDS ELEM	50,263.60
092	Tazewell County Public Schools	823	RICHLANDS MIDDLE	51,608.86
092	Tazewell County Public Schools	830	CEDAR BLUFF ELEM	51,579.26
092	Tazewell County Public Schools	890	TAZEWELL HIGH	49,372.00
092	Tazewell County Public Schools	940	GRAHAM HIGH	50,122.32
092	Tazewell County Public Schools	960	GRAHAM INTERMEDIATE	50,239.06



**Virginia Department of Education**  
**Average Teacher Salaries by School for School Year 2022-2023**

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 2022-2023 Salary
093	Warren County Public Schools	140	E. WILSON MORRISON ELEM	54,786.54
093	Warren County Public Schools	20	LESLIE FOX KEYSER ELEM	54,009.97
093	Warren County Public Schools	230	WARREN COUNTY HIGH	59,087.72
093	Warren County Public Schools	240	RESSIE JEFFRIES ELEM	57,744.18
093	Warren County Public Schools	250	SKYLINE HIGH	62,305.04
093	Warren County Public Schools	260	SKYLINE MIDDLE	53,174.97
093	Warren County Public Schools	280	WARREN COUNTY MIDDLE	56,258.12
093	Warren County Public Schools	371	HILDA J. BARBOUR ELEM	56,416.73
093	Warren County Public Schools	90	A.S. RHODES ELEM	56,063.77
094	Washington County Public Schools	1020	VALLEY INSTITUTE ELEM	51,591.00
094	Washington County Public Schools	1030	ABINGDON HIGH	49,737.00
094	Washington County Public Schools	1040	JOHN S. BATTLE HIGH	52,451.00
094	Washington County Public Schools	1050	PATRICK HENRY HIGH	49,167.00
094	Washington County Public Schools	1060	HOLSTON HIGH	53,881.00
094	Washington County Public Schools	1070	HIGH POINT ELEM	48,952.00
094	Washington County Public Schools	1080	ABINGDON ELEM	50,109.00
094	Washington County Public Schools	1090	GLADE SPRING MIDDLE	53,247.00
094	Washington County Public Schools	1110	E.B. STANLEY MIDDLE	49,578.00
094	Washington County Public Schools	20	MEADOWVIEW ELEM	51,096.00
094	Washington County Public Schools	260	GREENDALE ELEM	50,595.00
094	Washington County Public Schools	40	DAMASCUS MIDDLE	49,764.00
094	Washington County Public Schools	50	RHEA VALLEY ELEM	49,359.00
094	Washington County Public Schools	620	WALLACE MIDDLE	49,979.00
094	Washington County Public Schools	70	WATAUGA ELEM	52,961.00
095	Westmoreland County Public Schools	120	WESTMORELAND HIGH	57,481.00
095	Westmoreland County Public Schools	210	COPELE ELEM	59,364.00
095	Westmoreland County Public Schools	300	MONTROSS MIDDLE	57,874.00
095	Westmoreland County Public Schools	310	WASHINGTON DISTRICT ELEM	62,517.00
096	Wise County Public Schools	1000	CENTRAL HIGH	53,178.00
096	Wise County Public Schools	1010	UNION HIGH	53,813.00
096	Wise County Public Schools	1012	UNION PRIMARY	53,280.00
096	Wise County Public Schools	1013	UNION MIDDLE	54,084.00
096	Wise County Public Schools	1020	WISE PRIMARY	52,881.00
096	Wise County Public Schools	320	L.F. ADDINGTON MIDDLE	52,261.00
096	Wise County Public Schools	651	COEBURN MIDDLE	53,996.00
096	Wise County Public Schools	652	EASTSIDE HIGH	58,367.00
096	Wise County Public Schools	653	COEBURN PRIMARY	53,187.00
096	Wise County Public Schools	73	J.W. ADAMS COMBINED	52,334.00
096	Wise County Public Schools	871	ST. PAUL ELEM	49,340.00
097	Wythe County Public Schools	100	MAX MEADOWS ELEM	53,300.00
097	Wythe County Public Schools	1073	FORT CHISWELL MIDDLE	47,006.00
097	Wythe County Public Schools	1074	RURAL RETREAT MIDDLE	47,866.00
097	Wythe County Public Schools	1075	SCOTT MEMORIAL MIDDLE	50,297.00
097	Wythe County Public Schools	190	SPILLER ELEM	49,321.00
097	Wythe County Public Schools	201	RURAL RETREAT ELEM	47,348.00
097	Wythe County Public Schools	202	RURAL RETREAT HIGH	52,785.00
097	Wythe County Public Schools	440	SPEEDWELL ELEM	43,845.00
097	Wythe County Public Schools	721	GEORGE WYTHE HIGH	49,699.00
097	Wythe County Public Schools	730	JACKSON MEMORIAL ELEM	50,660.00
097	Wythe County Public Schools	740	SHEFFEY ELEM	48,093.00
097	Wythe County Public Schools	760	FORT CHISWELL HIGH	51,719.00
098	York County Public Schools	10	MAGRUDER ELEM	58,977.00
098	York County Public Schools	140	GRAFTON BETHEL ELEM	57,539.00
098	York County Public Schools	160	DARE ELEM	59,680.00
098	York County Public Schools	170	SEAFORD ELEM	58,853.00
098	York County Public Schools	180	BETHEL MANOR ELEM	56,589.00
098	York County Public Schools	190	TABB MIDDLE	57,434.00

**Virginia Department of Education**  
**Average Teacher Salaries by School for School Year 2022-2023**

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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 2022-2023 Salary
098	York County Public Schools	20	BRUTON HIGH	57,151.00
098	York County Public Schools	200	QUEENS LAKE MIDDLE	56,495.00
098	York County Public Schools	210	YORKTOWN ELEM	56,840.00
098	York County Public Schools	220	WALLER MILL ELEM	54,995.00
098	York County Public Schools	230	TABB HIGH	58,963.00
098	York County Public Schools	30	YORK HIGH	57,688.00
098	York County Public Schools	332	GRAFTON HIGH	58,757.00
098	York County Public Schools	333	GRAFTON MIDDLE	56,212.00
098	York County Public Schools	335	YORK RIVER ACADEMY	50,955.00
098	York County Public Schools	50	TABB ELEM	57,382.00
098	York County Public Schools	60	YORKTOWN MIDDLE	55,529.00
098	York County Public Schools	80	MT. VERNON ELEM	56,418.00
098	York County Public Schools	90	COVENTRY ELEM	57,749.00
101	Alexandria City Public Schools	100	GEORGE MASON ELEM	83,044.37
101	Alexandria City Public Schools	110	DOUGLAS MACARTHUR ELEM	83,860.02
101	Alexandria City Public Schools	120	CHARLES BARRETT ELEM	80,782.80
101	Alexandria City Public Schools	130	GEORGE WASHINGTON MIDDLE	85,381.53
101	Alexandria City Public Schools	140	FRANCIS C. HAMMOND MIDDLE	84,847.53
101	Alexandria City Public Schools	160	CORA KELLY	81,360.45
101	Alexandria City Public Schools	190	WILLIAM RAMSAY ELEM	79,103.40
101	Alexandria City Public Schools	210	ALEXANDRIA CITY HIGH SCHOOL	85,947.32
101	Alexandria City Public Schools	220	JAMES K POLK ELEM	78,589.64
101	Alexandria City Public Schools	230	JOHN ADAMS ELEM	81,135.41
101	Alexandria City Public Schools	30	MOUNT VERNON ELEM	79,026.78
101	Alexandria City Public Schools	333	SAMUEL W TUCKER ELEM	84,191.98
101	Alexandria City Public Schools	350	FERDINAND T. DAY ELEM	71,447.52
101	Alexandria City Public Schools	360	EARLY CHILDHOOD CENTER	79,546.92
101	Alexandria City Public Schools	50	PATRICK HENRY K-8	73,692.42
101	Alexandria City Public Schools	60	NAOMI BROOKS ELEM	79,566.97
101	Alexandria City Public Schools	80	LYLES-CROUCH ELEM	83,739.58
101	Alexandria City Public Schools	90	JEFFERSON-HOUSTON PK-8	79,930.55
102	Bristol City Public Schools	10	VIRGINIA MIDDLE	52,628.00
102	Bristol City Public Schools	100	JOSEPH VAN PELT ELEM	52,954.20
102	Bristol City Public Schools	60	HIGHLAND VIEW ELEM	52,950.47
102	Bristol City Public Schools	70	STONEWALL JACKSON ELEM	53,394.90
102	Bristol City Public Schools	80	VIRGINIA HIGH	55,344.49
102	Bristol City Public Schools	90	WASHINGTON LEE ELEM	48,893.06
103	Buena Vista City Public Schools	40	ENDERLY HEIGHTS ELEM	44,367.16
103	Buena Vista City Public Schools	61	PARRY MCCLUER MIDDLE	49,739.38
103	Buena Vista City Public Schools	62	PARRY MCCLUER HIGH	41,945.09
103	Buena Vista City Public Schools	70	FW KLING JR ELEM	45,618.55
104	Charlottesville City Public Schools	10	JOHNSON ELEM	59,981.23
104	Charlottesville City Public Schools	100	BUFORD MIDDLE	60,805.63
104	Charlottesville City Public Schools	110	WALKER UPPER ELEM	63,022.47
104	Charlottesville City Public Schools	120	JACKSON-VIA ELEM	59,481.87
104	Charlottesville City Public Schools	140	CHARLOTTESVILLE HIGH	64,314.51
104	Charlottesville City Public Schools	40	VENABLE ELEM	64,164.31
104	Charlottesville City Public Schools	50	CLARK ELEM	61,424.65
104	Charlottesville City Public Schools	70	BURNLEY-MORAN ELEM	66,507.02
104	Charlottesville City Public Schools	90	GREENBRIER ELEM	61,220.34
106	Colonial Heights City Public Schools	20	COLONIAL HEIGHTS MIDDLE	55,219.00
106	Colonial Heights City Public Schools	30	NORTH ELEM	59,639.00
106	Colonial Heights City Public Schools	40	COLONIAL HEIGHTS HIGH	58,075.00
106	Colonial Heights City Public Schools	50	LAKEVIEW ELEM	56,925.00
106	Colonial Heights City Public Schools	60	TUSSING ELEM	56,436.00
108	Danville City Public Schools	1372	WESTWOOD MIDDLE	50,137.85
108	Danville City Public Schools	1374	GALILEO MAGNET HIGH	55,266.74

**Virginia Department of Education**  
**Average Teacher Salaries by School for School Year 2022-2023**

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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 2022-2023 Salary
108	Danville City Public Schools	139	RISE ACADEMY	58,038.53
108	Danville City Public Schools	190	G.L.H. JOHNSON ELEM	51,313.14
108	Danville City Public Schools	20	FOREST HILLS ELEM	54,358.32
108	Danville City Public Schools	200	GROVE PARK PRESCHOOL	59,085.18
108	Danville City Public Schools	210	GEORGE WASHINGTON HIGH	57,537.27
108	Danville City Public Schools	220	WOODBERRY HILLS ELEM	50,859.51
108	Danville City Public Schools	250	PARK AVENUE ELEM	52,138.45
108	Danville City Public Schools	260	O. TRENT BONNER MIDDLE	53,467.61
108	Danville City Public Schools	30	THE NORTHSIDE PRESCHOOL	57,882.95
108	Danville City Public Schools	40	SCHOOLFIELD ELEM	51,303.12
108	Danville City Public Schools	490	E. A. GIBSON ELEM	55,897.99
109	Falls Church City Public Schools	240	MT. DANIEL ELEM	84,762.60
109	Falls Church City Public Schools	251	MERIDIAN HIGH	91,235.71
109	Falls Church City Public Schools	252	MARY ELLEN HENDERSON MIDDLE	84,933.78
109	Falls Church City Public Schools	260	OAK STREET ELEM	86,762.60
109	Falls Church City Public Schools	270	JESSIE THACKREY PRESCHOOL	81,862.25
110	Fredericksburg City Public Schools	272	LAFAYETTE ELEM	61,478.15
110	Fredericksburg City Public Schools	273	WALKER-GRANT MIDDLE	57,439.73
110	Fredericksburg City Public Schools	30	WALKER-GRANT CENTER	54,265.21
110	Fredericksburg City Public Schools	40	JAMES MONROE HIGH	66,072.32
110	Fredericksburg City Public Schools	50	HUGH MERCER ELEM	58,419.31
111	Galax City Public Schools	10	GALAX ELEM	51,723.00
111	Galax City Public Schools	31	GALAX HIGH	53,274.00
111	Galax City Public Schools	32	GALAX MIDDLE	51,645.00
112	Hampton City Public Schools	120	ARMSTRONG ELEM	61,729.61
112	Hampton City Public Schools	160	ABERDEEN ELEM	56,932.39
112	Hampton City Public Schools	180	SAMUEL P. LANGLEY ELEM	57,934.09
112	Hampton City Public Schools	210	MOTON EARLY CHILDHOOD CENTER	57,833.65
112	Hampton City Public Schools	250	JANE H. BRYAN ELEM	58,492.70
112	Hampton City Public Schools	260	ALFRED S. FORREST ELEM	60,980.88
112	Hampton City Public Schools	270	MARY T. CHRISTIAN ELEM	57,204.04
112	Hampton City Public Schools	280	HAMPTON HIGH	59,277.11
112	Hampton City Public Schools	30	FRANCIS ASBURY ELEM	56,702.29
112	Hampton City Public Schools	300	CESAR TARRANT MIDDLE	57,749.52
112	Hampton City Public Schools	320	KECOUGHTAN HIGH	59,778.96
112	Hampton City Public Schools	330	BARRON ELEM	59,412.50
112	Hampton City Public Schools	350	BENJAMIN SYMS MIDDLE	57,583.50
112	Hampton City Public Schools	360	MARY W. JACKSON ELEM	61,792.52
112	Hampton City Public Schools	370	PHILLIPS ELEM	60,719.11
112	Hampton City Public Schools	380	THOMAS EATON MIDDLE	58,674.09
112	Hampton City Public Schools	410	PAUL BURBANK ELEM	57,433.33
112	Hampton City Public Schools	420	CHRISTOPHER C. KRAFT ELEM	57,577.09
112	Hampton City Public Schools	430	BETHEL HIGH	59,081.03
112	Hampton City Public Schools	440	MARY S. PEAKE ELEM	56,377.45
112	Hampton City Public Schools	450	C. ALTON LINDSAY MIDDLE	57,640.44
112	Hampton City Public Schools	460	CAPTAIN JOHN SMITH ELEM	58,353.39
112	Hampton City Public Schools	470	ALBERT W. PATRICK III ELEM	57,463.89
112	Hampton City Public Schools	490	LUTHER W. MACHEN ELEM	59,883.52
112	Hampton City Public Schools	50	PHOEBUS HIGH	58,271.55
112	Hampton City Public Schools	500	A.W.E. BASSETTE ELEM	55,627.57
112	Hampton City Public Schools	640	HUNTER B ANDREWS	56,896.31
112	Hampton City Public Schools	650	GEORGE P PHENIX ELEM	57,463.50
112	Hampton City Public Schools	70	FRANCIS W. JONES MAGNET MIDDLE	62,136.63
112	Hampton City Public Schools	80	WILLIAM MASON COOPER ELEM	58,123.50
113	Harrisonburg City Public Schools	110	SMITHLAND ELEM	56,812.00
113	Harrisonburg City Public Schools	111	SKYLINE MIDDLE	58,322.00
113	Harrisonburg City Public Schools	12	HARRISONBURG HIGH	59,727.00

**Virginia Department of Education**  
**Average Teacher Salaries by School for School Year 2022-2023**

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 2022-2023 Salary
113	Harrisonburg City Public Schools	120	BLUESTONE ELEM	55,916.00
113	Harrisonburg City Public Schools	191	STONE SPRING ELEM	59,014.00
113	Harrisonburg City Public Schools	30	WATERMAN ELEM	59,849.00
113	Harrisonburg City Public Schools	50	KEISTER ELEM	57,079.00
113	Harrisonburg City Public Schools	60	SPOTSWOOD ELEM	54,039.00
113	Harrisonburg City Public Schools	80	THOMAS HARRISON MIDDLE	58,590.00
114	Hopewell City Public Schools	110	CARTER G. WOODSON MIDDLE	56,419.00
114	Hopewell City Public Schools	120	HOPEWELL HIGH	60,891.00
114	Hopewell City Public Schools	140	HARRY E. JAMES ELEM	61,352.00
114	Hopewell City Public Schools	151	WOODLAWN PRE-SCHOOL LRNG CTR.	56,702.00
114	Hopewell City Public Schools	40	DUPONT ELEM	59,896.00
114	Hopewell City Public Schools	70	PATRICK COPELAND ELEM	59,173.00
115	Lynchburg City Public Schools	1102	HERITAGE ELEM	48,118.49
115	Lynchburg City Public Schools	130	HERITAGE HIGH	53,251.14
115	Lynchburg City Public Schools	170	PAUL LAURENCE DUNBAR MID. FOR INNOV.	48,502.47
115	Lynchburg City Public Schools	190	ROBERT S. PAYNE ELEM	46,592.74
115	Lynchburg City Public Schools	250	WILLIAM M. BASS ELEM	47,508.78
115	Lynchburg City Public Schools	260	E.C. GLASS HIGH	50,132.30
115	Lynchburg City Public Schools	270	PERRYMONT ELEM	47,323.93
115	Lynchburg City Public Schools	290	BEDFORD HILLS ELEM	50,849.13
115	Lynchburg City Public Schools	300	SHEFFIELD ELEM	49,695.70
115	Lynchburg City Public Schools	330	PAUL MUNRO ELEM	53,332.09
115	Lynchburg City Public Schools	340	SANDUSKY MIDDLE	46,093.64
115	Lynchburg City Public Schools	350	LINKHORNE MIDDLE	49,510.86
115	Lynchburg City Public Schools	360	LINKHORNE ELEM	49,282.81
115	Lynchburg City Public Schools	370	SANDUSKY ELEM	49,106.17
115	Lynchburg City Public Schools	70	DEARINGTON ELEM/INNOVATION	48,923.19
115	Lynchburg City Public Schools	90	T.C. MILLER ELEM FOR INNOVAT.	50,416.23
116	Martinsville City Public Schools	10	MARTINSVILLE MIDDLE	52,200.00
116	Martinsville City Public Schools	110	MARTINSVILLE HIGH	51,058.00
116	Martinsville City Public Schools	222	ALBERT HARRIS ELEM	51,587.00
116	Martinsville City Public Schools	223	PATRICK HENRY ELEM	59,047.00
116	Martinsville City Public Schools	224	CLEARVIEW EARLY LEARNING CENTER	49,583.00
117	Newport News City Public Schools	1070	WARWICK HIGH	64,015.93
117	Newport News City Public Schools	1080	HILTON ELEM	61,810.29
117	Newport News City Public Schools	110	B.T. WASHINGTON MIDDLE	66,037.37
117	Newport News City Public Schools	1120	NEWSOME PARK ELEM	61,378.44
117	Newport News City Public Schools	1150	RIVERSIDE ELEM	62,401.76
117	Newport News City Public Schools	1170	CARVER ELEM	64,135.83
117	Newport News City Public Schools	1180	KATHERINE JOHNSON ELEM	62,065.76
117	Newport News City Public Schools	1210	HIDENWOOD ELEM	60,487.64
117	Newport News City Public Schools	1220	MENCHVILLE HIGH	63,047.81
117	Newport News City Public Schools	1230	RICHNECK ELEM	63,929.31
117	Newport News City Public Schools	1240	STONEY RUN ELEM	60,447.24
117	Newport News City Public Schools	1250	B.C. CHARLES ELEM	63,931.68
117	Newport News City Public Schools	1260	ETHEL M. GILDERSLEEVE MIDDLE	64,437.82
117	Newport News City Public Schools	1270	HOMER L. HINES MIDDLE	58,519.55
117	Newport News City Public Schools	1290	KILN CREEK ELEM	60,614.89
117	Newport News City Public Schools	130	DISCOVERY STEM ACADEMY	61,089.96
117	Newport News City Public Schools	1393	CRITTENDEN MIDDLE	62,229.38
117	Newport News City Public Schools	1395	HERITAGE HIGH	63,902.75
117	Newport News City Public Schools	1396	WOODSIDE HIGH	63,502.52
117	Newport News City Public Schools	1398	DEER PARK ELEM	65,392.79
117	Newport News City Public Schools	1400	MARY PASSAGE MIDDLE	60,237.77
117	Newport News City Public Schools	1402	DENBIGH EARLY CHILDHOOD CENTER	64,965.23
117	Newport News City Public Schools	1404	ACHIEVABLE DREAM ACADEMY	61,160.34
117	Newport News City Public Schools	1405	ACHIEVABLE DREAM MIDDLE/HIGH	64,385.06

**Virginia Department of Education**  
**Average Teacher Salaries by School for School Year 2022-2023**

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 2022-2023 Salary
117	Newport News City Public Schools	1407	GENERAL STANFORD ELEM	63,532.78
117	Newport News City Public Schools	1410	WATKINS EARLY CHILDHOOD CENTER	68,272.29
117	Newport News City Public Schools	1411	JOHN MARSHALL EARLY CHILDHOOD CTR	67,178.93
117	Newport News City Public Schools	150	OLIVER C. GREENWOOD ELEM	62,521.41
117	Newport News City Public Schools	20	ELLA J. FITZGERALD MIDDLE	61,138.30
117	Newport News City Public Schools	200	L.F. PALMER ELEM	61,093.58
117	Newport News City Public Schools	250	SEDGEFIELD ELEM	58,102.57
117	Newport News City Public Schools	270	RICHARD T. YATES ELEM	64,077.31
117	Newport News City Public Schools	280	DENBIGH HIGH	64,328.87
117	Newport News City Public Schools	290	T. RYLAND SANFORD ELEM	60,042.97
117	Newport News City Public Schools	300	JOSEPH H. SAUNDERS ELEM	60,896.19
117	Newport News City Public Schools	310	KNOLLWOOD MEADOWS ELEM	59,572.03
117	Newport News City Public Schools	320	WILLIS A. JENKINS ELEM	61,245.13
117	Newport News City Public Schools	50	DAVID A. DUTROW ELEM	64,564.96
117	Newport News City Public Schools	70	GEORGE J. MCINTOSH ELEM	62,707.40
117	Newport News City Public Schools	91	HUNTINGTON MIDDLE	58,964.21
118	Norfolk City Public Schools	10	MAURY HIGH	58,112.61
118	Norfolk City Public Schools	100	TANNERS CREEK ELEM	57,396.52
118	Norfolk City Public Schools	131	JAMES MONROE ELEM	55,633.08
118	Norfolk City Public Schools	150	WALTER HERRON TAYLOR ELEM	57,327.91
118	Norfolk City Public Schools	185	ACADEMY FOR DISCOVERY AT LAKEWOOD	55,989.80
118	Norfolk City Public Schools	190	OCEAN VIEW ELEM	56,309.49
118	Norfolk City Public Schools	20	BLAIR MIDDLE	56,977.64
118	Norfolk City Public Schools	210	LARCHMONT ELEM	57,833.46
118	Norfolk City Public Schools	220	CHESTERFIELD ELEM	56,543.08
118	Norfolk City Public Schools	250	BAY VIEW ELEM	57,211.41
118	Norfolk City Public Schools	30	RUFFNER MIDDLE	56,739.24
118	Norfolk City Public Schools	390	GRANBY HIGH	56,796.41
118	Norfolk City Public Schools	40	CAMP ALLEN ELEM	55,371.75
118	Norfolk City Public Schools	420	GRANBY ELEM	56,510.38
118	Norfolk City Public Schools	430	JACOX ELEM	55,823.12
118	Norfolk City Public Schools	460	MARY CALCOTT ELEM	61,456.07
118	Norfolk City Public Schools	471	WILLARD ELEM	54,480.09
118	Norfolk City Public Schools	480	RICHARD BOWLING ELEM	57,178.48
118	Norfolk City Public Schools	490	NORTHSIDE MIDDLE	57,614.92
118	Norfolk City Public Schools	500	SUBURBAN PARK ELEM	59,646.33
118	Norfolk City Public Schools	510	BERKLEY/CAMPOSTELLA EARLY CHILDHOOD CENTER	65,744.16
118	Norfolk City Public Schools	520	LINDENWOOD ELEM	58,146.31
118	Norfolk City Public Schools	530	P.B. YOUNG SR. ELEM	60,038.81
118	Norfolk City Public Schools	550	COLEMAN PLACE ELEM	54,480.64
118	Norfolk City Public Schools	560	CROSSROADS PREK-8 SCHOOL	59,153.00
118	Norfolk City Public Schools	570	NORVIEW MIDDLE	53,864.72
118	Norfolk City Public Schools	580	NORVIEW HIGH	57,443.39
118	Norfolk City Public Schools	610	INGLESIDE ELEM	58,303.01
118	Norfolk City Public Schools	620	NORVIEW ELEM	59,266.00
118	Norfolk City Public Schools	630	OCEANAIR ELEM	60,724.10
118	Norfolk City Public Schools	650	SHERWOOD FOREST ELEM	56,670.16
118	Norfolk City Public Schools	670	LARRYMORE ELEM	61,037.86
118	Norfolk City Public Schools	682	LITTLE CREEK ELEM	58,539.80
118	Norfolk City Public Schools	740	EASTON PRESCHOOL AT FAIRLAWN	56,119.80
118	Norfolk City Public Schools	760	AZALEA MIDDLE	57,167.93
118	Norfolk City Public Schools	770	SOUTHSIDE STEM ACADEMY AT CAMPOSTELLA	55,186.60
118	Norfolk City Public Schools	780	TIDEWATER PARK ELEM	60,398.56
118	Norfolk City Public Schools	790	LAKE TAYLOR	56,231.56
118	Norfolk City Public Schools	800	TARRALLTON ELEM	60,007.48
118	Norfolk City Public Schools	820	ST. HELENA ELEM	55,880.63
118	Norfolk City Public Schools	840	LAKE TAYLOR HIGH	57,001.29

**Virginia Department of Education**  
**Average Teacher Salaries by School for School Year 2022-2023**

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 2022-2023 Salary
118	Norfolk City Public Schools	850	SEWELLS POINT ELEM	56,865.92
118	Norfolk City Public Schools	860	WILLOUGHBY EARLY CHILDHOOD CENTER	59,646.88
118	Norfolk City Public Schools	880	BOOKER T. WASHINGTON HIGH	55,980.46
118	Norfolk City Public Schools	90	GHENT SCHOOL	59,401.05
119	Norton City Public Schools	20	J.I. BURTON HIGH	52,966.39
119	Norton City Public Schools	40	NORTON ELEM	53,431.40
120	Petersburg City Public Schools	110	COOL SPRING ELEM	54,118.00
120	Petersburg City Public Schools	121	VERNON JOHNS MIDDLE	55,705.00
120	Petersburg City Public Schools	130	WALNUT HILL ELEM	53,171.00
120	Petersburg City Public Schools	160	WESTVIEW EARLY CHILDHOOD ED. CTR.	53,525.00
120	Petersburg City Public Schools	170	LAKEMONT ELEM	53,961.00
120	Petersburg City Public Schools	180	PLEASANTS LANE ELEM	53,958.00
120	Petersburg City Public Schools	200	PETERSBURG HIGH	56,464.00
121	Portsmouth City Public Schools	1130	CRADOCK MIDDLE	58,454.98
121	Portsmouth City Public Schools	1400	CRADOCK ELEM	59,150.84
121	Portsmouth City Public Schools	160	CHURCHLAND PRIMARY & INTERMEDIATE	59,229.86
121	Portsmouth City Public Schools	1630	HODGES MANOR ELEM	60,254.71
121	Portsmouth City Public Schools	1650	LAKEVIEW ELEM	57,216.63
121	Portsmouth City Public Schools	1660	MANOR HIGH	59,960.10
121	Portsmouth City Public Schools	1766	BRIGHTON ELEM	56,989.61
121	Portsmouth City Public Schools	1768	MOUNT HERMON PRESCHOOL CENTER	59,638.44
121	Portsmouth City Public Schools	1769	VICTORY ELEM	57,556.71
121	Portsmouth City Public Schools	1770	OLIVE BRANCH PRESCHOOL CTR	63,138.71
121	Portsmouth City Public Schools	190	DOUGLASS PARK ELEM	58,069.93
121	Portsmouth City Public Schools	210	WESTHAVEN ELEM	59,359.67
121	Portsmouth City Public Schools	230	WATERVIEW ELEM	57,249.43
121	Portsmouth City Public Schools	240	I.C. NORCOM HIGH	60,005.76
121	Portsmouth City Public Schools	290	SIMONSDALE ELEM	60,605.92
121	Portsmouth City Public Schools	310	WM. E. WATERS MIDDLE	56,136.63
121	Portsmouth City Public Schools	320	CHURCHLAND MIDDLE	58,335.80
121	Portsmouth City Public Schools	321	CHURCHLAND ACADEMY ELEM	58,341.96
121	Portsmouth City Public Schools	322	CHURCHLAND PRESCHOOL CTR	60,421.77
121	Portsmouth City Public Schools	500	CHURCHLAND HIGH	59,139.41
121	Portsmouth City Public Schools	60	PARK VIEW ELEM	58,050.10
121	Portsmouth City Public Schools	650	CHURCHLAND ELEM	59,993.56
122	Radford City Public Schools	10	BELLE HETH ELEM	54,372.00
122	Radford City Public Schools	20	MCHARG ELEM	51,930.00
122	Radford City Public Schools	41	RADFORD HIGH	53,435.00
122	Radford City Public Schools	42	JOHN N. DALTON INT.	53,180.00
123	Richmond City Public Schools	100	BELLEVUE ELEM	57,758.60
123	Richmond City Public Schools	1100	BROAD ROCK ELEM	56,483.45
123	Richmond City Public Schools	130	OVERBY-SHEPPARD ELEM	58,975.27
123	Richmond City Public Schools	1400	ELIZABETH D. REDD ELEM	56,291.71
123	Richmond City Public Schools	1440	CARDINAL ELEM	58,559.03
123	Richmond City Public Schools	1470	G.H. REID ELEM	56,898.71
123	Richmond City Public Schools	1480	SOUTHAMPTON ELEM	58,286.49
123	Richmond City Public Schools	1510	HUGUENOT HIGH	60,287.47
123	Richmond City Public Schools	1631	RIVER CITY MIDDLE	55,924.15
123	Richmond City Public Schools	1640	J.B. FISHER ELEM	58,952.43
123	Richmond City Public Schools	170	BLACKWELL ELEM	60,891.00
123	Richmond City Public Schools	1710	J.L. FRANCIS ELEM	58,601.91
123	Richmond City Public Schools	20	THOMAS JEFFERSON HIGH	59,392.05
123	Richmond City Public Schools	200	WILLIAM FOX ELEM	58,011.97
123	Richmond City Public Schools	210	SWANSBORO ELEM	59,694.60
123	Richmond City Public Schools	230	GINTER PARK ELEM	58,919.22
123	Richmond City Public Schools	290	HENRY MARSH III ELEM	55,842.00
123	Richmond City Public Schools	30	ALBERT HILL MIDDLE	55,882.71

**Virginia Department of Education**

***Average Teacher Salaries by School for School Year 2022-2023***

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 2022-2023 Salary
123	Richmond City Public Schools	3105	LUCILLE M. BROWN MIDDLE	54,819.36
123	Richmond City Public Schools	3106	LINWOOD HOLTON ELEM	57,766.00
123	Richmond City Public Schools	3107	MILES JONES ELEM	57,207.62
123	Richmond City Public Schools	311	GEORGE W. CARVER ELEM	56,312.39
123	Richmond City Public Schools	3110	RICHMOND ALTERNATIVE	62,671.50
123	Richmond City Public Schools	3113	RICHMOND COMMUNITY PRESCHOOL	57,314.14
123	Richmond City Public Schools	3114	MARRY SCOTT PRESCHOOL	58,315.14
123	Richmond City Public Schools	3115	J.H. BLACKWELL PRESCHOOL	59,500.14
123	Richmond City Public Schools	3119	PATRICK HENRY SCHOOL OF SCIENCE AND ARTS	55,532.27
123	Richmond City Public Schools	3200	RICHMOND CAREER EDUCATION & EMPLOYMENT	64,467.75
123	Richmond City Public Schools	330	OAK GROVE/BELLEMEADE ELEM	57,824.96
123	Richmond City Public Schools	390	BARACK OBAMA ELEM	61,570.68
123	Richmond City Public Schools	452	RICHMOND COMMUNITY HIGH	61,379.55
123	Richmond City Public Schools	470	HENDERSON MIDDLE	55,523.19
123	Richmond City Public Schools	480	THOMAS C. BOUSHALL MIDDLE	56,364.67
123	Richmond City Public Schools	50	BINFORD MIDDLE	57,458.31
123	Richmond City Public Schools	511	SUMMER HILL PRESCHOOL CENTER	59,314.14
123	Richmond City Public Schools	580	MARY MUNFORD ELEM	63,172.41
123	Richmond City Public Schools	600	JOHN B. CARY ELEM	57,830.16
123	Richmond City Public Schools	621	FRANKLIN MILITARY ACADEMY	59,863.76
123	Richmond City Public Schools	650	WOODVILLE ELEM	57,065.66
123	Richmond City Public Schools	660	WESTOVER HILLS ELEM	57,969.17
123	Richmond City Public Schools	690	MAYMONT PRE-K CENTER	61,714.61
123	Richmond City Public Schools	710	FAIRFIELD COURT ELEM	62,022.48
123	Richmond City Public Schools	730	JOHN MARSHALL HIGH	60,914.00
123	Richmond City Public Schools	741	GEORGE WYTHE HIGH	58,286.95
123	Richmond City Public Schools	750	AMELIA STREET SP. ED.	59,599.25
123	Richmond City Public Schools	770	MARTIN LUTHER KING JR. MIDDLE	55,821.40
123	Richmond City Public Schools	771	MARTIN LUTHER KING JR EARLY LEARNING CENTER	64,759.79
123	Richmond City Public Schools	830	CHIMBORAZO ELEM	56,473.11
123	Richmond City Public Schools	850	ARMSTRONG HIGH	60,886.96
123	Richmond City Public Schools	90	OPEN HIGH	63,933.88
124	Roanoke City Public Schools	110	HIGHLAND PARK ELEM	61,282.40
124	Roanoke City Public Schools	150	WOODROW WILSON MIDDLE	59,065.69
124	Roanoke City Public Schools	20	CRYSTAL SPRING ELEM	65,272.32
124	Roanoke City Public Schools	210	BRECKINRIDGE MIDDLE	55,649.34
124	Roanoke City Public Schools	220	ROANOKE ACADEMY FOR MATH & SCIENCE ELEM	59,566.60
124	Roanoke City Public Schools	230	JOHN P. FISHWICK MIDDLE	60,435.33
124	Roanoke City Public Schools	240	PRESTON PARK ELEM	62,353.50
124	Roanoke City Public Schools	280	LUCY ADDISON AEROSPACE MAGNET MIDDLE	54,749.31
124	Roanoke City Public Schools	300	GARDEN CITY ELEM	61,192.02
124	Roanoke City Public Schools	310	GRANDIN COURT ELEM	64,950.00
124	Roanoke City Public Schools	320	ROUND HILL ELEM	60,571.96
124	Roanoke City Public Schools	340	LINCOLN TERRACE ELEM	60,289.43
124	Roanoke City Public Schools	350	WESTSIDE ELEM	58,273.80
124	Roanoke City Public Schools	370	MONTEREY ELEM	56,815.32
124	Roanoke City Public Schools	380	FISHBURN PARK ELEM	62,874.72
124	Roanoke City Public Schools	390	PATRICK HENRY HIGH	61,202.26
124	Roanoke City Public Schools	400	WILLIAM FLEMING HIGH	59,465.71
124	Roanoke City Public Schools	410	FAIRVIEW ELEM	60,085.67
124	Roanoke City Public Schools	420	HURT PARK ELEM	57,753.00
124	Roanoke City Public Schools	450	JAMES MADISON MIDDLE	57,552.28
124	Roanoke City Public Schools	50	FALLON PARK ELEM	60,492.38
124	Roanoke City Public Schools	60	MORNINGSIDE ELEM	58,094.50
124	Roanoke City Public Schools	70	VIRGINIA HEIGHTS ELEM	61,444.43
124	Roanoke City Public Schools	90	WASENA ELEM	59,749.96
126	Staunton City Public Schools	110	SHELBURNE MIDDLE	54,821.00

**Virginia Department of Education**  
**Average Teacher Salaries by School for School Year 2022-2023**

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 2022-2023 Salary
126	Staunton City Public Schools	30	STAUNTON HIGH	57,427.00
126	Staunton City Public Schools	40	A. R. WARE ELEM	54,547.00
126	Staunton City Public Schools	41	STAUNTON PRESCHOOL PROGRAMS	57,872.00
126	Staunton City Public Schools	70	BESSIE WELLER ELEM	54,598.00
126	Staunton City Public Schools	90	THOMAS C. MCSWAIN ELEM	55,570.00
127	Suffolk City Public Schools	210	ELEPHANT'S FORK ELEM	62,995.33
127	Suffolk City Public Schools	220	NANSEMOND PARKWAY ELEM	61,672.48
127	Suffolk City Public Schools	230	KILBY SHORES ELEM	60,518.09
127	Suffolk City Public Schools	240	NANSEMOND RIVER HIGH	64,271.53
127	Suffolk City Public Schools	300	LAKELAND HIGH	64,567.39
127	Suffolk City Public Schools	330	MACK BENN JR. ELEM	59,526.68
127	Suffolk City Public Schools	370	JOHN F. KENNEDY MIDDLE	60,046.95
127	Suffolk City Public Schools	380	JOHN YEATES MIDDLE	63,036.65
127	Suffolk City Public Schools	390	FOREST GLEN MIDDLE	62,390.24
127	Suffolk City Public Schools	391	NORTHERN SHORES ELEM	62,135.95
127	Suffolk City Public Schools	393	KING'S FORK MIDDLE	61,848.49
127	Suffolk City Public Schools	395	KING'S FORK HIGH	62,260.25
127	Suffolk City Public Schools	397	COLONEL FRED CHERRY MIDDLE	59,216.57
127	Suffolk City Public Schools	440	CREEKSIDE ELEM	61,696.80
127	Suffolk City Public Schools	450	HILLPOINT ELEM	58,833.26
127	Suffolk City Public Schools	47	SOUTHWESTERN ELEM	63,506.64
127	Suffolk City Public Schools	50	BOOKER T. WASHINGTON ELEM	65,459.16
127	Suffolk City Public Schools	70	OAKLAND ELEM	60,929.09
127	Suffolk City Public Schools	90	FLORENCE BOWSER ELEM	60,836.26
128	Virginia Beach City Public Schools	10	GREEN RUN HIGH	63,683.00
128	Virginia Beach City Public Schools	100	THREE OAKS ELEM	63,914.00
128	Virginia Beach City Public Schools	1020	NEW CASTLE ELEM	61,562.00
128	Virginia Beach City Public Schools	1030	LANDSTOWN HIGH	63,256.00
128	Virginia Beach City Public Schools	1041	CORPORATE LANDING ELEM	63,435.00
128	Virginia Beach City Public Schools	1050	GREEN RUN COLLEGIATE	60,448.00
128	Virginia Beach City Public Schools	106	DIAMOND SPRINGS ELEM	62,045.00
128	Virginia Beach City Public Schools	115	BAYSIDE 6TH GRADE CAMPUS	58,201.00
128	Virginia Beach City Public Schools	130	W.T. COOKE ELEM	59,085.00
128	Virginia Beach City Public Schools	140	VIRGINIA BEACH MIDDLE	65,611.00
128	Virginia Beach City Public Schools	20	WHITE OAKS ELEM	60,336.00
128	Virginia Beach City Public Schools	230	CREEDS ELEM	63,894.00
128	Virginia Beach City Public Schools	280	BAYSIDE ELEM	59,517.00
128	Virginia Beach City Public Schools	290	SEATAACK ELEM AN ACHIEVABLE DREAM ACADEMY	63,709.00
128	Virginia Beach City Public Schools	30	FRANK W. COX HIGH	64,635.00
128	Virginia Beach City Public Schools	300	SHELTON PARK ELEM	59,889.00
128	Virginia Beach City Public Schools	321	PRINCESS ANNE HIGH	63,079.00
128	Virginia Beach City Public Schools	330	LINKHORN PARK ELEM	61,960.00
128	Virginia Beach City Public Schools	340	PRINCESS ANNE ELEM	62,911.00
128	Virginia Beach City Public Schools	350	THALIA ELEM	61,193.00
128	Virginia Beach City Public Schools	360	JOHN B. DEY ELEM	62,377.00
128	Virginia Beach City Public Schools	390	WOODSTOCK ELEM	60,509.00
128	Virginia Beach City Public Schools	40	CENTERVILLE ELEM	62,183.00
128	Virginia Beach City Public Schools	400	THOROUGHGOOD ELEM	60,245.00
128	Virginia Beach City Public Schools	410	KEMPSVILLE MEADOWS ELEM	59,444.00
128	Virginia Beach City Public Schools	420	KING'S GRANT ELEM	60,382.00
128	Virginia Beach City Public Schools	430	GREAT NECK MIDDLE	62,049.00
128	Virginia Beach City Public Schools	440	FLOYD KELLAM HIGH	63,689.00
128	Virginia Beach City Public Schools	450	KEMPSVILLE ELEM	60,354.00
128	Virginia Beach City Public Schools	460	LUXFORD ELEM	60,563.00
128	Virginia Beach City Public Schools	470	WILLIAMS ELEM	60,311.00
128	Virginia Beach City Public Schools	490	PEMBROKE ELEM	59,643.00
128	Virginia Beach City Public Schools	50	SALEM MIDDLE	61,523.00



**Virginia Department of Education**  
**Average Teacher Salaries by School for School Year 2022-2023**

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 2022-2023 Salary
128	Virginia Beach City Public Schools	500	MALIBU ELEM	59,223.00
128	Virginia Beach City Public Schools	510	TRANTWOOD ELEM	61,646.00
128	Virginia Beach City Public Schools	520	LYNNHAVEN ELEM	61,616.00
128	Virginia Beach City Public Schools	530	BAYSIDE HIGH	61,287.00
128	Virginia Beach City Public Schools	540	HERMITAGE ELEM	61,614.00
128	Virginia Beach City Public Schools	550	ARROWHEAD ELEM	61,318.00
128	Virginia Beach City Public Schools	560	WINDSOR WOODS ELEM	60,488.00
128	Virginia Beach City Public Schools	580	KINGSTON ELEM	62,745.00
128	Virginia Beach City Public Schools	590	ALANTON ELEM	61,293.00
128	Virginia Beach City Public Schools	60	BIRDNECK ELEM	62,290.00
128	Virginia Beach City Public Schools	600	HOLLAND ELEM	59,831.00
128	Virginia Beach City Public Schools	610	FIRST COLONIAL HIGH	65,419.00
128	Virginia Beach City Public Schools	620	KEMPSVILLE HIGH	60,712.00
128	Virginia Beach City Public Schools	630	BROOKWOOD ELEM	61,645.00
128	Virginia Beach City Public Schools	640	PLAZA MIDDLE	61,723.00
128	Virginia Beach City Public Schools	660	PEMBROKE MEADOWS ELEM	57,957.00
128	Virginia Beach City Public Schools	670	WINDSOR OAKS ELEM	59,209.00
128	Virginia Beach City Public Schools	680	POINT O' VIEW ELEM	59,075.00
128	Virginia Beach City Public Schools	690	KEMPSVILLE MIDDLE	61,477.00
128	Virginia Beach City Public Schools	692	PROVIDENCE ELEM	62,533.00
128	Virginia Beach City Public Schools	700	BAYSIDE MIDDLE	59,665.00
128	Virginia Beach City Public Schools	710	NEWTOWN ELEM	60,067.00
128	Virginia Beach City Public Schools	720	COLLEGE PARK ELEM	60,998.00
128	Virginia Beach City Public Schools	730	LYNNHAVEN MIDDLE	60,671.00
128	Virginia Beach City Public Schools	740	INDEPENDENCE MIDDLE	62,273.00
128	Virginia Beach City Public Schools	750	PRINCESS ANNE MIDDLE	63,517.00
128	Virginia Beach City Public Schools	760	NORTH LANDING ELEM	66,456.00
128	Virginia Beach City Public Schools	770	GREEN RUN ELEM	59,821.00
128	Virginia Beach City Public Schools	780	FAIRFIELD ELEM	61,004.00
128	Virginia Beach City Public Schools	790	BRANDON MIDDLE	62,223.00
128	Virginia Beach City Public Schools	80	OLD DONATION SCHOOL	63,122.00
128	Virginia Beach City Public Schools	800	INDIAN LAKES ELEM	60,012.00
128	Virginia Beach City Public Schools	810	ROSEMONT ELEM	60,166.00
128	Virginia Beach City Public Schools	820	PARKWAY ELEM	63,007.00
128	Virginia Beach City Public Schools	830	SALEM ELEM	66,367.00
128	Virginia Beach City Public Schools	840	ROSEMONT FOREST ELEM	60,180.00
128	Virginia Beach City Public Schools	850	SALEM HIGH	63,443.00
128	Virginia Beach City Public Schools	870	GLENWOOD ELEM	60,450.00
128	Virginia Beach City Public Schools	880	OCEAN LAKES ELEM	62,712.00
128	Virginia Beach City Public Schools	900	RED MILL ELEM	60,896.00
128	Virginia Beach City Public Schools	910	TALLWOOD ELEM	59,915.00
128	Virginia Beach City Public Schools	920	TALLWOOD HIGH	62,000.00
128	Virginia Beach City Public Schools	931	LANDSTOWN MIDDLE	61,901.00
128	Virginia Beach City Public Schools	932	LANDSTOWN ELEM	58,957.00
128	Virginia Beach City Public Schools	940	STRAWBRIDGE ELEM	64,334.00
128	Virginia Beach City Public Schools	960	OCEAN LAKES HIGH	65,089.00
128	Virginia Beach City Public Schools	970	LARKSPUR MIDDLE	62,709.00
128	Virginia Beach City Public Schools	980	CORPORATE LANDING MIDDLE	65,121.00
128	Virginia Beach City Public Schools	990	CHRISTOPHER FARMS ELEM	61,082.00
130	Waynesboro City Public Schools	580	WENONAH ELEM	60,662.37
130	Waynesboro City Public Schools	600	WAYNESBORO HIGH	56,237.46
130	Waynesboro City Public Schools	620	WAYNE HILLS CTR	51,033.04
130	Waynesboro City Public Schools	630	WESTWOOD HILLS ELEM	53,748.77
130	Waynesboro City Public Schools	640	KATE COLLINS MIDDLE	54,122.21
130	Waynesboro City Public Schools	650	BERKELEY GLENN ELEM	53,228.15
130	Waynesboro City Public Schools	751	WILLIAM PERRY ELEM	53,468.76
131	Williamsburg-James City County Public Schools	10	MATTHEW WHALEY ELEM	57,958.23

**Virginia Department of Education**  
**Average Teacher Salaries by School for School Year 2022-2023**

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 2022-2023 Salary
131	Williamsburg-James City County Public Schools	100	TOANO MIDDLE	58,258.13
131	Williamsburg-James City County Public Schools	190	J BLAINE BLAYTON ELEM	57,175.96
131	Williamsburg-James City County Public Schools	191	LOIS HORNSBY MIDDLE	57,214.15
131	Williamsburg-James City County Public Schools	201	JAMES RIVER ELEM	57,369.82
131	Williamsburg-James City County Public Schools	202	JAMESTOWN HIGH	61,674.59
131	Williamsburg-James City County Public Schools	203	STONEHOUSE ELEM	59,344.08
131	Williamsburg-James City County Public Schools	204	WARHILL HIGH	58,138.78
131	Williamsburg-James City County Public Schools	205	MATOAKA ELEM	61,333.92
131	Williamsburg-James City County Public Schools	25	JAMES BLAIR MIDDLE	55,350.25
131	Williamsburg-James City County Public Schools	40	CLARA BYRD BAKER ELEM	60,171.55
131	Williamsburg-James City County Public Schools	50	LAUREL LANE ELEM	58,875.78
131	Williamsburg-James City County Public Schools	60	BERKELEY MIDDLE	59,936.54
131	Williamsburg-James City County Public Schools	70	NORGE ELEM	58,854.63
131	Williamsburg-James City County Public Schools	80	D.J. MONTAGUE ELEM	59,782.23
131	Williamsburg-James City County Public Schools	90	LAFAYETTE HIGH	61,213.86
132	Winchester City Public Schools	20	VIRGINIA AVE. CHARLOTTE DEHART ELEM	56,108.00
132	Winchester City Public Schools	40	JOHN HANDLEY HIGH	56,509.00
132	Winchester City Public Schools	50	GARLAND R. QUARLES ELEM	57,448.00
132	Winchester City Public Schools	70	DANIEL MORGAN MIDDLE	55,364.00
132	Winchester City Public Schools	75	DANIEL MORGAN INTERMEDIATE	55,975.00
132	Winchester City Public Schools	80	FREDERICK DOUGLASS ELEM	56,502.00
132	Winchester City Public Schools	90	JOHN KERR ELEM	56,110.00
135	Franklin City Public Schools	10	S.P. MORTON ELEM	57,012.00
135	Franklin City Public Schools	20	FRANKLIN HIGH	54,759.00
135	Franklin City Public Schools	561	JOSEPH P. KING JR. MIDDLE	46,573.00
136	Chesapeake City Public Schools	10	OSCAR SMITH MIDDLE	60,686.60
136	Chesapeake City Public Schools	100	DEEP CREEK HIGH	65,677.00
136	Chesapeake City Public Schools	110	WESTERN BRANCH PRIMARY	60,151.99
136	Chesapeake City Public Schools	120	GREAT BRIDGE HIGH	66,156.53
136	Chesapeake City Public Schools	140	GREENBRIER PRIMARY	62,123.10
136	Chesapeake City Public Schools	160	NORFOLK HIGHLANDS PRIMARY	59,475.75
136	Chesapeake City Public Schools	200	RENA B WRIGHT PRIMARY	63,387.09
136	Chesapeake City Public Schools	210	DEEP CREEK ELEM	60,689.57
136	Chesapeake City Public Schools	280	HICKORY MIDDLE	66,363.88
136	Chesapeake City Public Schools	340	HICKORY ELEM	65,636.15
136	Chesapeake City Public Schools	40	THURGOOD MARSHALL ELEM	62,689.48
136	Chesapeake City Public Schools	50	GEORGE W CARVER INT	61,550.13
136	Chesapeake City Public Schools	560	CRESTWOOD MIDDLE	62,896.67
136	Chesapeake City Public Schools	590	GREAT BRIDGE MIDDLE	67,387.22
136	Chesapeake City Public Schools	600	SOUTHWESTERN ELEM	61,567.69
136	Chesapeake City Public Schools	610	DEEP CREEK MIDDLE	61,980.34
136	Chesapeake City Public Schools	620	SOUTHEASTERN ELEM	65,737.23
136	Chesapeake City Public Schools	630	B M WILLIAMS PRIMARY	63,305.60
136	Chesapeake City Public Schools	640	EDWIN W CHITTUM ELEM	65,316.68
136	Chesapeake City Public Schools	660	DEEP CREEK CENTRAL ELEM	61,973.14
136	Chesapeake City Public Schools	680	GREAT BRIDGE PRIMARY	60,348.36
136	Chesapeake City Public Schools	700	CRESTWOOD INTERMEDIATE	61,656.36
136	Chesapeake City Public Schools	710	INDIAN RIVER MIDDLE	60,510.88
136	Chesapeake City Public Schools	720	G A TREAKLE ELEM	63,019.73
136	Chesapeake City Public Schools	730	PORTLOCK PRIMARY	61,325.03
136	Chesapeake City Public Schools	740	WESTERN BRANCH MIDDLE	65,575.25
136	Chesapeake City Public Schools	750	SPARROW ROAD INTERMEDIATE	56,483.92
136	Chesapeake City Public Schools	770	BUTTS ROAD PRIMARY	65,356.47
136	Chesapeake City Public Schools	80	OSCAR F SMITH HIGH	65,620.12
136	Chesapeake City Public Schools	810	WESTERN BRANCH INT	64,154.40
136	Chesapeake City Public Schools	820	GEORGETOWN PRIMARY	62,527.38
136	Chesapeake City Public Schools	830	INDIAN RIVER HIGH	65,593.52

**Virginia Department of Education**  
**Average Teacher Salaries by School for School Year 2022-2023**

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 2022-2023 Salary
136	Chesapeake City Public Schools	840	WESTERN BRANCH HIGH	66,702.63
136	Chesapeake City Public Schools	850	GREAT BRIDGE INT	65,551.44
136	Chesapeake City Public Schools	860	BUTTS ROAD INT	63,216.55
136	Chesapeake City Public Schools	870	GREENBRIER INT.	62,234.02
136	Chesapeake City Public Schools	890	HICKORY HIGH	66,829.83
136	Chesapeake City Public Schools	90	CAMELOT ELEM	65,992.33
136	Chesapeake City Public Schools	900	CEDAR ROAD ELEM	64,187.86
136	Chesapeake City Public Schools	920	HUGO A OWENS MIDDLE	65,933.45
136	Chesapeake City Public Schools	950	GRASSFIELD ELEM	65,290.51
136	Chesapeake City Public Schools	960	GRASSFIELD HIGH	65,671.53
136	Chesapeake City Public Schools	971	TRUITT INTERMEDIATE	56,430.99
136	Chesapeake City Public Schools	972	GREENBRIER MIDDLE	67,681.65
136	Chesapeake City Public Schools	973	JOLLIFF MIDDLE	64,136.48
137	Lexington City Public Schools	1390	HARRINGTON WADDELL ELEM	53,082.30
137	Lexington City Public Schools	1440	LYLBURN DOWNING MIDDLE	52,350.90
139	Salem City Public Schools	100	ANDREW LEWIS MIDDLE	62,927.53
139	Salem City Public Schools	460	WEST SALEM ELEM	65,997.33
139	Salem City Public Schools	550	EAST SALEM ELEM	62,182.66
139	Salem City Public Schools	580	SOUTH SALEM ELEM	60,715.98
139	Salem City Public Schools	70	SALEM HIGH	60,448.04
139	Salem City Public Schools	90	G.W. CARVER ELEM	62,755.05
142	Poquoson City Public Schools	10	POQUOSON HIGH	51,386.00
142	Poquoson City Public Schools	130	POQUOSON MIDDLE	56,383.00
142	Poquoson City Public Schools	150	POQUOSON ELEM	53,495.00
142	Poquoson City Public Schools	160	POQUOSON PRIMARY	51,803.00
143	Manassas City Public Schools	10	WEEMS ELEM	73,698.17
143	Manassas City Public Schools	20	RICHARD C. HAYDON ELEM	74,266.02
143	Manassas City Public Schools	310	JENNIE DEAN ELEM	74,925.75
143	Manassas City Public Schools	370	OSBOURN HIGH	80,170.86
143	Manassas City Public Schools	470	BALDWIN ELEM	72,309.27
143	Manassas City Public Schools	471	BALDWIN INTERMEDIATE	69,012.95
143	Manassas City Public Schools	60	GEORGE CARR ROUND ELEM	84,878.14
143	Manassas City Public Schools	70	GRACE E. METZ MIDDLE	77,039.40

## **Mandate for the Reporting Requirement**

### **Item 137, paragraph B.12., Chapter 1, 2023 Special Session I 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 2023 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:*

<b>Expenditure Category</b>	<b>Function</b>	<b>Object</b>	<b>Total Amount</b>
Classroom Instruction Salaries and Wages	61100	1120	6,389,778,054.35
Classroom Instruction Supplemental Salaries and Wages	61100	1620	155,019,097.45
Guidance Services Instructional Salaries and Wages	61210	1120	327,717,065.18
Homebound Instruction Salaries and Wages	61230	1120	13,634,529.19
Media Services Instructional Salaries and Wages	61320	1120	3,449,857.01
Media Services Librarian Salaries and Wages	61320	1122	142,338,345.31
Technology Classroom Instruction Salaries and Wages	68100	1120	77,973,522.17
Technology Instructional Support Salaries and Wages	68200	1120	45,058,299.27
Contingency Reserve Instructional Salaries and Wages	69000	1120	-
Contingency Reserve Supplemental Salaries and Wages	69000	1620	-
<b>TOTAL:</b>			<b>7,154,968,769.93</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>
Instructional Classroom - Teacher	61100	1120	96,532.93
Guidance Counselors	61210	1120	4,596.47
Homebound Instructional	61230	1120	349.51
Media Instructional	61320	1120	51.65
Media Librarian	61320	1122	1,998.74
Technology Classroom Instruction	68100	1120	1,024.44
Technology Instructional Support	68200	1120	633.02
Contingency Reserve Instructional	69000	1120	-
Contingency Reserve Librarian	69000	1122	-
<b>TOTAL:</b>			<b>105,186.76</b>

<b>Total reported compensation expenditures are divided by the total reported FTEs to calculate the statewide average salary for fiscal year 2023:</b>	<b>\$68,308</b>
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**Fiscal Year 2023 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:*

<b>Expenditure Category</b>	<b>Function</b>	<b>Object</b>	<b>Total Amount</b>
Office of the Principal, Principal Salaries and Wages	61410	1126	230,351,194.50
Contingency Reserve, Principal Salaries and Wages	69000	1126	-
<b>TOTAL:</b>			<b>230,351,194.50</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>
Principals	61410	1126	1,968.85
Contingency Reserve Principals	69000	1126	-
<b>TOTAL:</b>			<b>1,968.85</b>

<b>Total reported compensation expenditures are divided by the total reported FTEs to calculate the statewide average salary for fiscal year 2023:</b>	<b>\$117,084</b>
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**Fiscal Year 2023 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	302,539,589.86
Contingency Reserve, Assistant Principal Salaries and Wages	69000	1127	-
<b>TOTAL:</b>			<b>302,539,589.86</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	3,124.26
Contingency Reserve Assistant Principals	69000	1127	-
<b>TOTAL:</b>			<b>3,124.26</b>

<b>Total reported compensation expenditures are divided by the total reported FTEs to calculate the statewide average salary for fiscal year 2023:</b>	<b>\$96,969</b>
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<sup>1</sup> Includes school divisions and regional programs.