

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

Division	Name	FY 2017 Actual Average Teacher Salary	FY 2018 Actual Average Teacher Salary	FY 2017 to FY 2018 Percent Increase/ (Decrease)	FY 2019 Budgeted Average Teacher Salary	FY 2018 to FY 2019 Percent Increase/ (Decrease)
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**School Divisions**

**Counties**

001	Accomack County Public Schools	47,512	47,296	(0.46%)	48,726	3.02%
002	Albemarle County Public Schools	55,707	58,796	5.54%	58,762	(0.06%)
003	Alleghany County Public Schools	48,802	47,800	(2.05%)	50,632	5.92%
004	Amelia County Public Schools	50,012	48,872	(2.28%)	49,598	1.49%
005	Amherst County Public Schools	45,675	44,880	(1.74%)	45,746	1.93%
006	Appomattox County Public Schools	40,531	44,832	10.61%	45,813	2.19%
007	Arlington County Public Schools	78,617	80,778	2.75%	83,392	3.24%
008	Augusta County Public Schools	49,210	49,746	1.09%	48,987	(1.53%)
009	Bath County Public Schools	47,828	48,565	1.54%	47,484	(2.23%)
010	Bedford County Public Schools	43,784	45,810	4.63%	46,110	0.66%
011	Bland County Public Schools	46,839	43,339	(7.47%)	41,042	(5.30%)
012	Botetourt County Public Schools	53,292	53,995	1.32%	55,987	3.69%
013	Brunswick County Public Schools	40,655	43,491	6.98%	42,037	(3.34%)
014	Buchanan County Public Schools	43,750	44,366	1.41%	42,414	(4.40%)
015	Buckingham County Public Schools	45,461	49,318	8.48%	51,681	4.79%
016	Campbell County Public Schools	45,118	46,521	3.11%	52,823	13.55%
017	Caroline County Public Schools	48,486	47,118	(2.82%)	50,460	7.09%
018	Carroll County Public Schools	46,844	49,280	5.20%	51,271	4.04%
019	Charles City County Public Schools	45,142	47,556	5.35%	48,329	1.63%
020	Charlotte County Public Schools	47,306	49,153	3.90%	51,928	5.65%
021	Chesterfield County Public Schools	48,696	49,174	0.98%	48,752	(0.86%)
022	Clarke County Public Schools	47,252	51,788	9.60%	52,323	1.03%
023	Craig County Public Schools	42,702	42,706	0.01%	40,476	(5.22%)
024	Culpeper County Public Schools	50,069	50,443	0.75%	49,144	(2.57%)
025	Cumberland County Public Schools	47,055	48,118	2.26%	48,104	(0.03%)
026	Dickenson County Public Schools	39,099	39,950	2.18%	40,357	1.02%
027	Dinwiddie County Public Schools	51,589	53,413	3.54%	50,837	(4.82%)
028	Essex County Public Schools	47,171	46,841	(0.70%)	46,678	(0.35%)
029	Fairfax County Public Schools¹	68,883	71,076	3.18%	76,526	7.67%
030	Fauquier County Public Schools	54,371	54,361	(0.02%)	55,009	1.19%
031	Floyd County Public Schools	44,563	46,154	3.57%	49,632	7.54%
032	Fluvanna County Public Schools	52,651	51,751	(1.71%)	52,300	1.06%
033	Franklin County Public Schools	49,217	49,378	0.33%	49,793	0.84%
034	Frederick County Public Schools	54,180	54,805	1.15%	57,048	4.09%
035	Giles County Public Schools	42,168	42,386	0.52%	42,962	1.36%
036	Gloucester County Public Schools	51,145	49,844	(2.54%)	54,395	9.13%
037	Goochland County Public Schools	48,912	50,127	2.48%	50,912	1.57%
038	Grayson County Public Schools	39,297	37,945	(3.44%)	37,048	(2.36%)
039	Greene County Public Schools	49,567	50,454	1.79%	51,949	2.96%
040	Greensville County Public Schools²	48,915	48,941	0.05%	54,585	11.53%
041	Halifax County Public Schools	39,840	40,725	2.22%	41,701	2.40%
042	Hanover County Public Schools	56,106	58,183	3.70%	59,051	1.49%
043	Henrico County Public Schools	50,743	51,270	1.04%	52,808	3.00%
044	Henry County Public Schools	46,714	47,310	1.28%	48,028	1.52%
045	Highland County Public Schools	51,690	49,637	(3.97%)	42,206	(14.97%)
046	Isle Of Wight County Public Schools	54,358	53,377	(1.80%)	54,537	2.17%
048	King George County Public Schools	51,849	52,489	1.24%	54,384	3.61%
049	King And Queen County Public Schools	48,253	47,157	(2.27%)	53,179	12.77%
050	King William County Public Schools	49,969	49,268	(1.40%)	48,635	(1.29%)
051	Lancaster County Public Schools	49,563	52,035	4.99%	51,137	(1.72%)
052	Lee County Public Schools	45,631	47,791	4.73%	51,908	8.61%
053	Loudoun County Public Schools	65,678	69,021	5.09%	64,580	(6.43%)
054	Louisa County Public Schools	52,874	53,508	1.20%	51,938	(2.93%)
055	Lunenburg County Public Schools	43,697	44,096	0.91%	48,100	9.08%
056	Madison County Public Schools	43,419	43,920	1.15%	45,552	3.72%
057	Mathews County Public Schools	44,478	48,056	8.04%	49,217	2.42%
058	Mecklenburg County Public Schools	44,424	45,533	2.50%	47,670	4.69%
059	Middlesex County Public Schools	46,124	47,336	2.63%	46,651	(1.45%)
060	Montgomery County Public Schools	52,111	51,911	(0.38%)	52,412	0.96%



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062	Nelson County Public Schools	53,745	55,461	3.19%	55,111	(0.63%)
063	New Kent County Public Schools	47,200	51,274	8.63%	51,251	(0.04%)
065	Northampton County Public Schools	44,266	45,588	2.99%	52,008	14.08%
066	Northumberland County Public Schools	50,922	51,093	0.34%	49,709	(2.71%)
067	Nottoway County Public Schools	47,043	47,229	0.40%	47,908	1.44%
068	Orange County Public Schools	49,447	49,185	(0.53%)	49,536	0.71%
069	Page County Public Schools	46,911	47,367	0.97%	48,696	2.81%
070	Patrick County Public Schools	44,198	43,476	(1.63%)	43,744	0.62%
071	Pittsylvania County Public Schools	45,402	47,613	4.87%	48,459	1.78%
072	Powhatan County Public Schools	55,313	55,824	0.92%	56,554	1.31%
073	Prince Edward County Public Schools	41,302	42,825	3.69%	43,197	0.87%
074	Prince George County Public Schools	51,148	51,759	1.19%	54,203	4.72%
075	Prince William County Public Schools	65,902	65,761	(0.21%)	68,716	4.49%
077	Pulaski County Public Schools	45,312	45,170	(0.31%)	42,848	(5.14%)
078	Rappahannock County Public Schools	51,136	51,811	1.32%	50,892	(1.77%)
079	Richmond County Public Schools	49,860	47,913	(3.91%)	47,594	(0.67%)
080	Roanoke County Public Schools	51,942	51,397	(1.05%)	53,727	4.53%
081	Rockbridge County Public Schools	50,873	53,290	4.75%	53,719	0.80%
082	Rockingham County Public Schools	49,469	51,658	4.42%	52,338	1.32%
083	Russell County Public Schools	39,067	39,475	1.04%	39,739	0.67%
084	Scott County Public Schools	46,069	46,641	1.24%	47,286	1.38%
085	Shenandoah County Public Schools	48,284	49,121	1.73%	51,041	3.91%
086	Smyth County Public Schools	43,911	43,961	0.11%	45,024	2.42%
087	Southampton County Public Schools	46,782	47,036	0.54%	49,202	4.60%
088	Spotsylvania County Public Schools	54,284	54,248	(0.07%)	54,861	1.13%
089	Stafford County Public Schools	56,462	52,618	(6.81%)	55,032	(2.59%)
090	Surry County Public Schools	51,912	51,239	(1.30%)	58,105	13.40%
091	Sussex County Public Schools	50,720	52,546	3.60%	53,587	1.98%
092	Tazewell County Public Schools	37,116	37,440	0.87%	38,845	3.75%
093	Warren County Public Schools	48,717	49,146	0.88%	49,086	(0.12%)
094	Washington County Public Schools	49,314	46,349	(6.01%)	44,247	(11.45%)
095	Westmoreland County Public Schools	46,103	47,558	3.16%	43,843	(5.14%)
096	Wise County Public Schools	46,917	41,324	(11.92%)	41,487	(0.39%)
097	Wythe County Public Schools	47,165	46,521	(1.37%)	47,948	3.07%
098	York County Public Schools	52,505	53,115	1.16%	53,345	0.43%
<b>Cities</b>						
101	Alexandria City Public Schools	74,738	74,201	(0.72%)	76,133	2.60%
102	Bristol City Public Schools	46,844	46,630	(0.46%)	47,375	1.60%
103	Buena Vista City Public Schools	43,986	45,122	2.58%	46,506	3.07%
104	Charlottesville City Public Schools	59,231	61,072	3.11%	63,443	3.88%
106	Colonial Heights City Public Schools	50,601	51,007	0.80%	51,959	1.87%
107	Covington City Public Schools	54,448	53,329	(2.05%)	52,128	(2.25%)
108	Danville City Public Schools	48,665	48,546	(0.24%)	51,052	5.16%
109	Falls Church City Public Schools	77,157	88,323	14.47%	92,737	5.00%
110	Fredericksburg City Public Schools	54,054	56,539	4.60%	56,357	(0.32%)
111	Galax City Public Schools	48,092	47,659	(0.90%)	47,582	(0.16%)
112	Hampton City Public Schools	50,312	51,355	2.07%	48,176	(4.19%)
113	Harrisonburg City Public Schools	45,791	46,501	1.55%	48,639	4.60%
114	Hopewell City Public Schools	47,714	47,874	0.34%	48,703	1.73%
115	Lynchburg City Public Schools	46,794	49,275	5.30%	47,982	(2.63%)
116	Martinsville City Public Schools	44,585	45,858	2.86%	46,617	1.66%
117	Newport News City Public Schools	52,838	52,854	0.03%	54,090	2.34%
118	Norfolk City Public Schools	50,235	50,223	(0.02%)	47,963	(4.50%)
119	Norton City Public Schools	43,755	40,676	(7.04%)	37,749	(13.20%)
120	Petersburg City Public Schools	46,387	45,031	(2.92%)	48,637	6.01%
121	Portsmouth City Public Schools	52,428	53,725	2.47%	55,032	2.43%
122	Radford City Public Schools	50,482	50,936	0.90%	50,951	0.03%
123	Richmond City Public Schools	49,079	51,530	4.99%	50,044	(1.88%)
124	Roanoke City Public Schools	51,061	53,687	5.14%	48,225	(5.17%)
126	Staunton City Public Schools	48,085	49,033	1.97%	50,136	2.25%
127	Suffolk City Public Schools	56,232	58,270	3.62%	57,475	(1.36%)



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

**Governor's Schools**

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

**Special Education Regional Programs**

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

**Career and Technical Education Regional Programs**

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