



**RESULTS OF THE
FISCAL YEAR 2008
TEACHER SALARY
SURVEY**

**Presented to the
Senate Finance
Subcommittee on Education**

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Teacher salaries are projected to continue to grow in the current fiscal year.

- The appropriation act requires the Superintendent of Public Instruction to provide an annual report on the status of teacher salaries.
- The table below portrays the actual average teacher salaries (including librarians and guidance counselors) reported to the Department of Education for fiscal years 2006 and 2007 with the rate of change in the actual average salary reported to be 4.12 percent statewide.
- For fiscal year 2008, school divisions have reported salary information that indicates the average budgeted salary will increase by an additional 2.99 percent statewide.

Table 1			
FY 2006 - FY 2008			
Classroom Teacher Salaries			
<i>Statewide - Includes Librarians and Guidance Counselors</i>			
	Average Classroom Teacher Salary	Dollar Increase From Prior Year	Percent Increase From Prior Year
FY 2006¹	\$47,220	\$1,843	4.06%
FY 2007¹	\$49,164	\$1,943	4.12%
FY 2008²	\$50,633	\$1,469	2.99%
¹ 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 Annual School Report. Averages calculated on the basis of statewide totals.			
² Budgeted salary; based on certification by division superintendents of the average budgeted salary to be provided as reported by school divisions and regional programs on the 2006-2007 Annual School Report. Averages calculated on the basis of statewide totals.			

The average teacher salary in Virginia has grown every year except fiscal year 1992.

Table 2						
Virginia Average Teacher Salaries (Includes Librarians and Guidance Counselors)						
Year	Average Salary	Actual Annual Increase		Salary Increase per Appropriation Act		
		Dollars	Percent	State Funded Increase	Effective Date	Effective Annualized Increase
1984	\$19,676	\$1,141	6.16%	9.70%	7/1/83	9.70%
1985	\$21,272	\$1,596	8.11%	10.00%	7/1/84	10.00%
1986	\$23,093	\$1,821	8.56%	10.00%	7/1/85	10.00%
1987	\$25,035	\$1,942	8.41%	10.00%	7/1/86	10.00%
1988	\$27,189	\$2,154	8.60%	10.00%	7/1/87	10.00%
1989	\$28,976	\$1,787	6.57%	8.00%	7/1/88	8.00%
1990	\$30,938	\$1,962	6.77%	8.00%	7/1/89	8.00%
1991	\$32,153	\$1,215	3.93%	5.00%	7/1/90	5.00%
1992	\$31,764	(\$389)	(1.21%)	0.00%	n/a	0.00%
1993	\$32,257	\$493	1.55%	0.00%	n/a	0.00%
1994	\$33,144	\$887	2.75%	3.00%	12/1/93	1.75%
1995	\$33,987	\$843	2.54%	3.25%	12/1/94	1.90%
1996	\$34,792	\$805	2.37%	2.25%	12/1/95	1.31%
1997	\$35,536	\$744	2.14%	1.75%	1/1/97	0.88%
1998	\$36,428	\$892	2.51%	4.00%	1/1/98	2.00%
1999	\$37,527	\$1,099	3.02%	2.25%	1/1/99	1.13%
2000	\$38,690	\$1,163	3.10%	6.00%	1/4/00	2.95%
2001	\$40,247	\$1,557	4.02%	2.40%	12/1/00	1.40%
2002	\$41,751	\$1,504	3.74%	0.00%	n/a	0.00%
2003	\$42,677	\$926	2.22%	0.00%	n/a	0.00%
2004	\$43,936	\$1,259	2.95%	2.25%	1/1/04	1.13%
2005	\$45,377	\$1,441	3.28%	0.00%	n/a	0.00%
2006	\$47,220	\$1,843	4.06%	3.00%	12/1/05	1.75%
2007	\$49,164	\$1,943	4.12%	4.00%	12/1/06	2.33%
2008 (Budgeted)	\$50,633	\$1,469	2.99%	3.00%	12/1/07	1.75%
Average, 1984-2007		\$1,276	4.18%	4.37%		3.72%

Virginia’s average teacher salary calculation differs from NEA methodology.

- There is a difference between the average salary calculation used by the National Education Association (NEA) and the average salary calculation used in the DOE Annual Salary Survey Report.
- The NEA average teacher salary includes instructional classroom teachers, substitutes, and homebound instructional teachers.
- The average teacher salary that is calculated and published in the DOE’s Annual Salary Survey Report includes all positions included in the NEA average salary except substitutes, but also includes guidance counselors, librarians, instructional technology positions, and supplemental salary expenditures.

Table 3				
DOE Calculated Virginia Average Salary vs. NEA Calculated Virginia Average Salary				
	DOE Calculated Virginia Average Salary	NEA Calculated Virginia Average Salary	Dollar Difference	Percent Difference
2004	\$43,936	\$41,791	\$2,145	4.88%
2005	\$45,377	\$42,768	\$2,609	5.75%
2006	\$47,220	\$43,569	\$3,651	7.73%
2007	\$49,164	\$45,573	\$3,591	7.30%
Average, 2004-2007			\$2,999	6.42%

Virginia's average teacher salary has trailed the national average in recent years.

- In fiscal year 2007, Virginia was ranked 28 out of the 50 states plus the District of Columbia.

Table 4				
<i>Comparison -</i>				
Virginia Average Teacher Salaries and National Average Teacher Salaries (NEA Methodology)				
Year	Virginia Average	National Average	Dollar Difference	Percent Difference
1995	\$33,987	\$36,675	(\$2,688)	(7.91%)
1996	\$34,792	\$37,642	(\$2,850)	(8.19%)
1997	\$35,691	\$38,443	(\$2,752)	(7.71%)
1998	\$36,654	\$39,350	(\$2,696)	(7.36%)
1999	\$37,527	\$40,544	(\$3,017)	(8.04%)
2000	\$38,744	\$41,807	(\$3,063)	(7.91%)
2001	\$40,175	\$43,395	(\$3,220)	(8.01%)
2002	\$41,173	\$44,660	(\$3,487)	(8.47%)
2003	\$42,432	\$45,776	(\$3,344)	(7.88%)
2004	\$41,791	\$46,735	(\$4,944)	(11.83%)
2005	\$42,768	\$47,674	(\$4,906)	(11.47%)
2006	\$43,569	\$49,109	(\$5,540)	(12.72%)
2007	\$45,573	\$50,816	(\$5,243)	(11.50%)
Average, 1995 - 2007			(\$3,673)	(9.15%)

Virginia's average teacher salary has historically exceeded the average salary of the states in the Southern Regional Education Board (SREB). However, this trend changed in the latest year (fiscal year 2007).

Table 5				
Comparison -				
Virginia Average Teacher Salaries and Southern Regional Teacher Salaries (NEA Methodology)				
Year	Virginia Average	SREB States Average	Dollar Difference	Percent Difference
1995	\$33,987	\$31,671	\$2,316	7.31%
1996	\$34,792	\$32,372	\$2,420	7.48%
1997	\$35,691	\$33,388	\$2,303	6.90%
1998	\$36,654	\$34,425	\$2,229	6.47%
1999	\$37,527	\$35,663	\$1,864	5.23%
2000	\$38,744	\$37,362	\$1,382	3.70%
2001	\$40,175	\$38,599	\$1,576	4.08%
2002	\$41,173	\$39,835	\$1,338	3.36%
2003	\$42,432	\$40,765	\$1,667	4.09%
2004	\$41,791	\$41,282	\$509	1.23%
2005	\$42,768	\$42,199	\$569	1.35%
2006	\$43,569	\$43,382	\$187	0.43%
2007	\$45,573	\$45,662	(\$89)	-0.19%
Average, 1995 - 2007			\$1,707	5.56%
Source: National Education Association http://www.sreb.org/DataLibrary/tables/TeacherSalaries07.xls				

**Virginia:
\$45,573¹**

**Southern Regional Education Board (SREB)
Comparison of Average Teacher Salaries, 2006-2007**

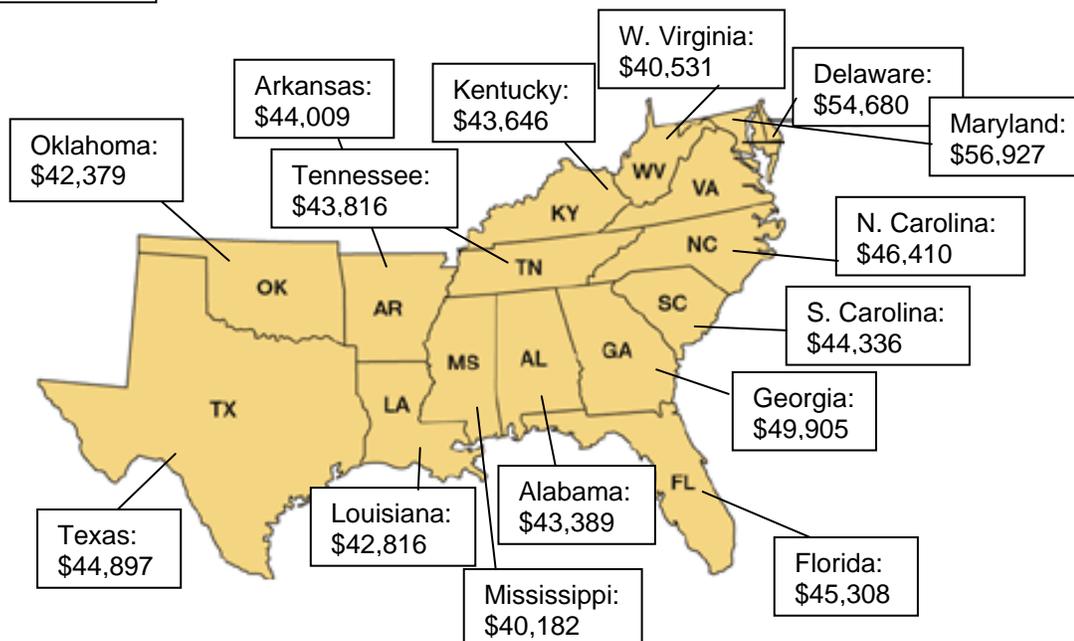


Table 6

State	Average Salary, 2006-2007	Rank
Maryland	\$56,927	1
Delaware	\$54,680	2
Georgia	\$49,905	3
North Carolina	\$46,410	4
Virginia	\$45,573	5
Florida	\$45,308	6
Texas	\$44,897	7
South Carolina	\$44,336	8
Arkansas	\$44,009	9
Tennessee	\$43,816	10
Kentucky	\$43,646	11
Alabama	\$43,389	12
Louisiana	\$42,816	13
Oklahoma	\$42,379	14
West Virginia	\$40,531	15
Mississippi	\$40,182	16
Average	\$45,662	

¹ Source: SREB Data - <http://www.sreb.org/DataLibrary/tables/TeacherSalaries07.xls>

¹Note: SREB calculates the Virginia average salary based on the NEA's definition of a teacher: calculated average salary includes instructional classroom teachers, substitutes, and homebound instructional teachers. The average teacher salary that is calculated and published in the Virginia 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 movement in the average salaries in Virginia's school divisions covers a broad range:

Table 7	
<i>Average Salary Increase/Decrease Distribution</i>	
FY 2006 to FY 2007¹	
Percentage Increase/Decrease	Number of School Divisions
Decrease	25
0% to 2% Increase	10
2.01% to 4% Increase	37
4.01% to 6% Increase	31
Greater Than 6.01% Increase	28
Average % Salary Increase	4.12%
¹ Based on fiscal year 2006 and 2007 actual school division salaries as reported by school divisions and regional programs on the Annual School Report.	

Table 8	
<i>Average Salary Increase/Decrease Distribution</i>	
FY 2007 to FY 2008 (Budgeted)¹	
Percentage Increase/Decrease	Number of School Divisions
Decrease	11
0% to 2% Increase	21
2.01% to 4% Increase	47
4.01% to 6% Increase	28
Greater Than 6.01% Increase	24
Average % Budgeted Salary Increase	2.99%
¹ Based on actual fiscal year 2007 and budgeted fiscal year 2008 school division salaries as reported by school divisions and regional programs on the 2006-2007 Annual School Report.	

Principals and assistant principals:

Table 9			
FY 2006 - FY 2008			
Principal and Assistant Principal Salaries			
<i>Statewide</i>			
Principal Salaries:			
	Average Principal Salary	Dollar Increase	Percent Increase
FY 2006¹	\$82,707	\$2,143	2.66%
FY 2007¹	\$86,462	\$3,755	4.54%
FY 2008²	\$90,045	\$3,583	4.14%
Assistant Principal Salaries:			
	Average Assistant Principal Salary	Dollar Increase	Percent Increase
FY 2006¹	\$67,952	\$2,158	3.28%
FY 2007¹	\$71,374	\$3,422	5.04%
FY 2008²	\$74,449	\$3,076	4.31%
<p>¹ Based on actual expenditures for salaries divided by the actual number of full-time equivalent (FTE) positions reported by school divisions and regional programs on the 2006-2007 Annual School Report. Averages calculated on the basis of statewide totals.</p> <p>² Based on certification by division superintendents of the average budgeted salary to be provided reported by school divisions and regional programs on the 2006-2007 Annual School Report. Averages calculated on the basis of statewide totals.</p>			