

2018-2019 Salary Survey					
Local Actions to Improve Classroom Teacher Salaries in Fiscal Year 2019					
(As reported by school divisions on the 2017-2018 Annual School Report - narrative not edited by VDOE for content or format)					
School Division	% Increase (Estimated)	Step % Value (HAC estimated % from Teacher Scale)	Narrative as Reported by the School Division for the Budgeted Salary Increases to Improve Classroom Teacher Salaries in FY 2019	# of Divisions	Percent of Divisions in Each Group
Bath County	0.00%		No action taken to improve teacher's salaries		
Buena Vista City	0.00%		No action taken to improve teacher's salaries		
Charlotte County	0.00%		No action taken to improve teacher's salaries		
Dickenson County	0.00%		No action taken to improve teacher's salaries		
Fluvanna County	0.00%		No action taken to improve teacher's salaries		
Franklin City	0.00%		No action taken to improve teacher's salaries		
Giles County	0.00%		No action taken to improve teacher's salaries		
Halifax County	0.00%		No action taken to improve teacher's salaries		
Highland County	0.00%		No action taken to improve teacher's salaries		
Isle Of Wight County	0.00%		No action taken to improve teacher's salaries		
King William County	0.00%		No action taken to improve teacher's salaries		
Lee County	0.00%		No action taken to improve teacher's salaries		
Lynchburg City	0.00%		No action taken to improve teacher's salaries		
Mecklenburg County	0.00%		No action taken to improve teacher's salaries		
Norton City	0.00%		We are provide a salary step increase in the next fiscal year budget.		
Patrick County	0.00%		No action taken to improve teacher's salaries	16	12.1%
Amherst County	1.00%		A 1% salary increase for all teachers for the 2018-2019 school year.		
King & Queen County	1.00%		1% teacher salary increase		
Rockingham County	1.00%		Will provide salary step increase for all employees, resulting in about 1% increase.		
Surry County	1.00%		All staff received a 1% salary increase.		
Sussex County	1.00%		1% C.O.L.A.		
Bedford County	1.32%	(*) Ave 1 Step=1.32%	Salary step increase.		
Pulaski County	1.35%	(*) Ave 1 Step=1.35%	Step Increase		
Brunswick County	1.40%	(*) Ave 1 Step=0.69%	2-step Increase		
Pittsylvania County	1.40%	(*) Ave 1 Step=1.4%	A step increase was provided to all employees.		
Washington County	1.43%	(*) Ave 1 Step=1.43%	Step Increase and Salary Scale Compression		
Carroll County	1.46%	(*) Ave 1 Step=1.46%	Step increase given to all personnel	11	8.3%
Roanoke City	1.50%	(*) Ave 1 Step=1.5%	step increases were given during the year		
Amelia County	1.50%		Teachers received a 1.5% increase over FY18 salary.		
Montgomery County	1.50%		A 1.5% average raise was given to all employees.		
Scott County	1.50%		Step increase for those that were eligible. 1.5% increase for all.		
Westmoreland County	1.50%		Teachers received a salary step increase. There is a 1.5 percent increase between steps		
Waynesboro City	1.50%		A 2% average salary increase will be given for last 9 months of fiscal year. (Annualized to 1.5%)		
Bland County	1.73%	(*) Ave 1 Step=1.73%	Salary Step Increases		

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Wythe County	1.75%	(*) Ave 1 Step=1.75%	STEP INCREASE PLUS \$200	8	6.1%
Warren County	2.00%	(*) Ave 1 Step=1.55%	2% for entire year + step for one-half of year for those eligible about half of employees		
Culpeper County	2.00%	(*) Ave 1 Step=2.0%	Salary step increase and 2% added to starting salary.		
Hampton City	2.00%		Adjustments were made to the teacher salary scale to remain competitive amongst our surrounding divisions. A 2% salary increase was also given.		
Botetourt County	2.00%		For FY 19, eligible personnel received a salary step increase (2% average) with an additional salary step correction increase (2%) for those eligible.		
Buchanan County	2.00%		A step increase which is equivalent to 2% was given to teacher's salaries		
Campbell County	2.00%		2% cost of living increase		
Charles City County	2.00%		Budgeted a 2% salary increase.		
Chesterfield County	2.00%		2% salary increase was provided		
Dinwiddie County	2.00%		The teacher salary scale was increased by \$500 on the starting salary and comensurate throughout. Teachers were given a step increase also. This resulted in approximately 2% increase for all teachers.		
Essex County	2.00%		Teachers received an average of 2 % increase in salaries		
Goochland County	2.00%		All teacher salaries increased 2% (combination of 1 step and merit/COLA adjustment)		
Hanover County	2.00%		2% cost of living adjustment		
Lunenburg County	2.00%		Teachers received a 2 step salary increase or roughly a 2% raise.		
Madison County	2.00%		Average 2% increase.		
Nelson County	2.00%		2% Cost of Living Adjustment to all Salary Scales		
Page County	2.00%		2% SALARY INCREASE FOR ALL TEACHER IN 2019		
Prince Edward County	2.00%		All contractual employees received a 2% salary increae effective 2-1-18. All teachers received an additional 2% salary adjustment for the 2018-2019 contractual salary.		
Rappahannock County	2.00%		2% increase		
Russell County	2.00%		Employees will receive a 2% increase on their base salary.		
Smyth County	2.00%		2% raise for all employees		
Colonial Heights City	2.00%		FY19, a salary step increase (min. avg. approx. 2%) was given to adjust teacher salaries.		
Fredericksburg City	2.00%		Flat 2% increase for all staff		
Galax City	2.00%		2% salary increase		
Martinsville City	2.00%		A 2% raise was given.		
Petersburg City	2.00%		All full-time staff received a 2% pay increase		
Portsmouth City	2.00%		A 2% cost of living increase was given to all employees.		
Richmond City	2.00%		2% SALARY INCREASE		
Winchester City	2.00%		Teachers will receive a 2% cost of living increase. The FY19 budget also secured 2 year funding for a cost to compete model.		
Shenandoah County	2.00%	(*) Ave 1 Step=1.08%	SALARY INCREASE	29	22.0%
Alleghany County	2.04%		Teachers were provided with a step increase plus 1% for about a 2.04% average increase.		
Loudoun County	2.24%	(*) Ave 1 Step=2.24%	Next phase of salary restructure impacting all salary levels for teachers adopted for FY19.		
Staunton City	2.25%		3% RAISES WILL BE GIVEN IN OCTOBER OF 2018. (Annualized to 2.25%)		
Nottoway County	2.30%	(*) Ave 1 Step=1.3%	1% raise and a step increase were given where applicable.		

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Virginia Beach City	2.40%		COLA of 1.9%, step increase of 0.5% for employees with 1-30 yrs of creditable exper		
King George County	2.44%	(*) Ave 1 Step=1.42%	Salary Step increase plus Cola of 1.016%	6	4.5%
Frederick County	2.50%		All pay groups received an average 2.5% increase and certain pay groups received targeted enhancements based on local market comparisons.		
Roanoke County	2.50%		Teachers will receive a 1-step increase, which is 1.5%. The teacher scale will be shifted up by 1%. All teachers over the last scale will receive a 1% stipend increase in salary.		
Harrisonburg City	2.50%		2.5% COLA		
Chesapeake City	2.50%		Raise of 2.5%		
Stafford County	2.50%		Market-based scale enhancement for teachers: \$1.84M (0-12 years of experience). Across the board 2.5% salary increase		
Fairfax County1	2.52%		1) Funding of \$53.1 million was included in the FY 2019 Budget to continue to accelerate and enhance the teacher scale and move closer to the market average. 2) Step increases averaging 2.52% for teachers.		
Salem City	2.59%		Teacher salaries continued to be adjusted based on a salary scale study performed by an outside consultant. Our teacher scale was improved and the average teacher raise was 2.59%		
Alexandria City	2.63%		Provided a Salary Step Increase to all teachers - equivalent to an average of 2.63%.		
Prince William County	2.70%		The school division has approved a full-step increase for all eligible employees (average 2.7 percent pay increase).		
Newport News City	2.75%		A four percent across the board pay increase was provided. However, due to employee retirements and turnover, replacement teachers are likely to have less experience than those that are leaving and will be hired on a lower step. Thus the average pay increase for 2019-20 will likely be in the 2.75%		
Craig County	2.80%	(*) Ave 1 Step=1.4%	Increased beginning teacher salary by \$2,500. All steps increased. Teachers received a two step increase as well as the increase to the steps.		
Caroline County	2.80%		Completed a compensation study and are starting to phase it in. Teachers on average received a 2.8% increase and starting salary is \$40,600 for bachelor degree step 0.		
Tazewell County	2.84%	(*) Ave 1 Step=2.84%	Salary Step Increase for all teachers who are not at the top of the pay scale.	13	9.8%
Williamsburg3	3.00%	(*) Ave 1 Step=1.48%	We have adjusted our scales by \$1,500 and provided a step increase, as well as a 1.5% salary increase to equate to an average 3% increase.		
West Point	3.00%	(*) Ave 1 Step=1.47%	West Point Public Schools provided a 3% salary increase plus step for classroom teachers.		
Accomack County	3.00%		Teachers were given a step increase averaging 1.74% plus a 1.26% COLA increase for a total		
Appomattox County	3.00%		We gave all employees a 3% pay increase for 2018 - 2019.		
Augusta County	3.00%		An average 3% increase in salary was given to each employee for the 2018-2019 school year.		
Clarke County	3.00%		Average 3% pay increase		
Fauquier County	3.00%		3% across the board		
Greene County	3.00%		3% across the board raise for all employees		
Henrico County	3.00%		3.00 % increase given across the board effective July 1, 2018		
Louisa County	3.00%		We have provided a step and average 3% increase		
New Kent County	3.00%		Approximate 3% Raise		

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York County	3.00%		For FY19, provided a step increase for all eligible teachers which equated to an average of 1.5%. Also provided all teachers a 0.5% market adjustment and a restored step for all eligible teachers averaging 1%.		
Falls Church City	3.00%		Budget included a 3% COLA.		
Lexington City	3.00%		3% Increase	14	10.6%
Southampton County	3.04%		Teachers received a salary step increase. Teacher scale was increased by 2%. Average annual increase is 3.04%.		
Bristol City	3.10%	(* Ave 1 Step=2.1%	A 1% Plus Step Increase was provided to all staff.		
Arlington County	3.15%	(* Ave 1 Step=3.15%	Step increases were given for all eligible employees.		
Buckingham County	3.27%	(* Ave 1 Step=1.27%	2% & STEP INCREASE		
Richmond County	3.27%	(* Ave 1 Step=1.77%	Step plus 1.5% increase for teachers, 2% increase for administrators		
Norfolk City	3.30%		3.25% range for employee groups with appreciable turnover. Phase II of a new 30-step payscale was implemented, which resulted in a pay increase averaging 3.3%.	6	4.5%
Northumberland County	3.50%		3.5% INCREASE (INCLUDES STEP)		
Poquoson City	3.51%		In the FY 2019 budget, teachers receive a step increase plus a 2% increase. This makes the average increase for teachers of 3.51%.		
Franklin County	3.66%	(* Ave 1 Step=3.66%	A step increase was provided to all employees at the beginning of the contract year. In addition, all employees at the top of the salary scale are to be paid a 1% bonus on or about Oct 15, 2018.		
Radford City	3.73%	(* Ave 1 Step=1.23%	Teacher were given a step raise plus 2.5 %	4	3.0%
Northampton County	4.00%		4% Raise for Teachers based on salary at Midpoint of Scale - all teachers got the same dollar amount of money. Actual increases varied from 3-5%.		
Charlottesville City	4.00%		Move eligible teachers up one step plus 2.75% - average increase 4%		
Henry County	4.20%	(* Ave 1 Step=2.1%	Full-time teachers' scale adjusted 1% and a two-step increase was applied.	3	2.3%
Rockbridge County	5.00%		Conducted salary survey and changed teacher salary scale to place our teachers in the middle of surrounding districts. On average our teachers were given a 5% raise for FY19.		
Wise County	5.00%		salary increases average 5%		
Lancaster County	5.50%		Will provide cost of living increase plus a step increase. Total increase 5.5%		
Middlesex County	8.30%	(* Ave 1 Step=1.30%	Salary Step Increase and 7% increase to Salary Scales.		
Manassas City	8.60%		Change in salary scale to be competitive with surrounding school jurisdictions plus salary step increase. Average teacher salary increase 8.6%.		
Danville City	12.00%		Division is implementing a new indexed teacher salary schedule which yields an average increase of 12% per teacher	6	4.5%
Grayson County	1% to 2%		Teacher's received a salary step increase. It was an average of about 1-2% raises.		
Prince George County	1.75% to 3.75%		Salary Study implemented with increase from 1.75% to 3.75%.		
Albemarle County	2% to 4.5%		Between ~2.0% - 4.5% with step and scale		

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Powhatan County	2% to 5%		All employees received a minimum of a 2% increase and then received a targeted adjustment of up to 3% for a 5% maximum increase. The targeted adjustments were based upon a salary study for Region 1 districts and the target is the median for Region 1.		
Spotsylvania County	4% Tchrs & 2% Admin		SCPS participated in a joint salary survey in conjunction with our County Government. The study found substantial adjustments where needed and FY19 is the first of three years of implimentation of this study.		
Gloucester County	5.25% to 13.34%		The teacher salary scale was adjusted for FY19 to become more competitive with our region. Teachers received a salary increase ranging from 5.25% to 13.34% for FY19.		
Greensville County2		varying # of steps w/ yrs service	Classroom room teachers salaries were adjusted according to their years of experience. The adjustment was made with step increases.		
Cumberland County		steps 0-5 increased	The beginning steps 0-5 were increased to attract incoming teachers.		
Covington City		salary realignment	DIVISION WIDE SALARY REALIGNMENT		
Colonial Beach		1 step	Annual Step Increase		
Suffolk City		\$3000/tchr	\$3,000 salary increase for each teacher.		
Hopewell City			Salary increase and scale adjustment		
Manassas Park City			Percentage increase on midpoing plus loyalty increase.		
Orange County			Teacher salary scale was adjusted with a significant increase in starting salaries.		
Floyd County			Conducted a teacher salary maketability study of 12 local school divions. Adjusted Floyd Co Schools teacher salaries to be 5th or better out of the 12 school divions at benchmark years 5, 10, 15, 20, 25 and 30.		
Mathews County			place on correct step	16	12.1%
			total number of school divisions	132	100%

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			Estimated % Salary Increase	# of Divisions	Total # of Divisions as Percentage of 132 Divisions Statewide
			No Salary Increase	16	12%
			1.0% - 1.49%	11	8%
			1.5% - 1.99%	8	6%
			2.00%	29	22%
			2.01% - 2.49%	6	5%
			2.5% - 2.99%	13	10%
			3.00%	14	11%
			3.01% - 3.49%	6	5%
			3.5% - 3.99%	4	3%
			4.0% - 4.49%	3	2%
			4.5% - 4.99%	0	0%
			5.0% - 12.00%	6	4%
			wide range (actual % increase is unknown)	<u>16</u>	<u>12%</u>
				132	100%