



VIRGINIA DEPARTMENT OF EDUCATION

BRIEFING

**RESULTS OF THE
FISCAL YEAR 2007
TEACHER SALARY
SURVEY**

Presented to the
**House Appropriations Subcommittee on
Elementary and Secondary Education**

JANUARY 16, 2007

**Kent C. Dickey
Budget Director
Department of Education**

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

- The table below portrays the actual average teacher salaries reported to the Department of Education for fiscal years 2005 and 2006 with the rate of change in the actual average salary reported to be 4.08 percent statewide.
- For fiscal year 2007, school divisions have reported salary information that indicates the average budgeted salary will increase by an additional 4.25 percent statewide.
- For purposes of this presentation, Brunswick County data is included in the average salary calculations. When the “2006-2007 Teacher Salary Survey Results” report was submitted to the General Assembly in December 2006, Brunswick County data was not yet available, thus the information in the legislative report and this presentation may vary slightly.

Table 1			
FY 2005 - FY 2007			
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 2005¹	\$45,377	\$1,441	3.28%
FY 2006¹	\$47,229	\$1,852	4.08%
FY 2007²	\$49,234	\$2,005	4.25%

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 2005-2006 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 2005-2006 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						
Fiscal 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	\$47,229	\$1,852	4.08%	3.00%	12/1/05	1.75%
2007 (Budgeted)	\$49,234	\$2,005	4.25%	4.00%	12/1/06	2.33%
Avg., FY84-FY07		\$1,228	4.02%	4.59%		3.97%

Virginia's calculated average teacher salary has always trailed the national average.

- In fiscal year 2006, Virginia was ranked 28 out of the 50 states plus the District of Columbia.

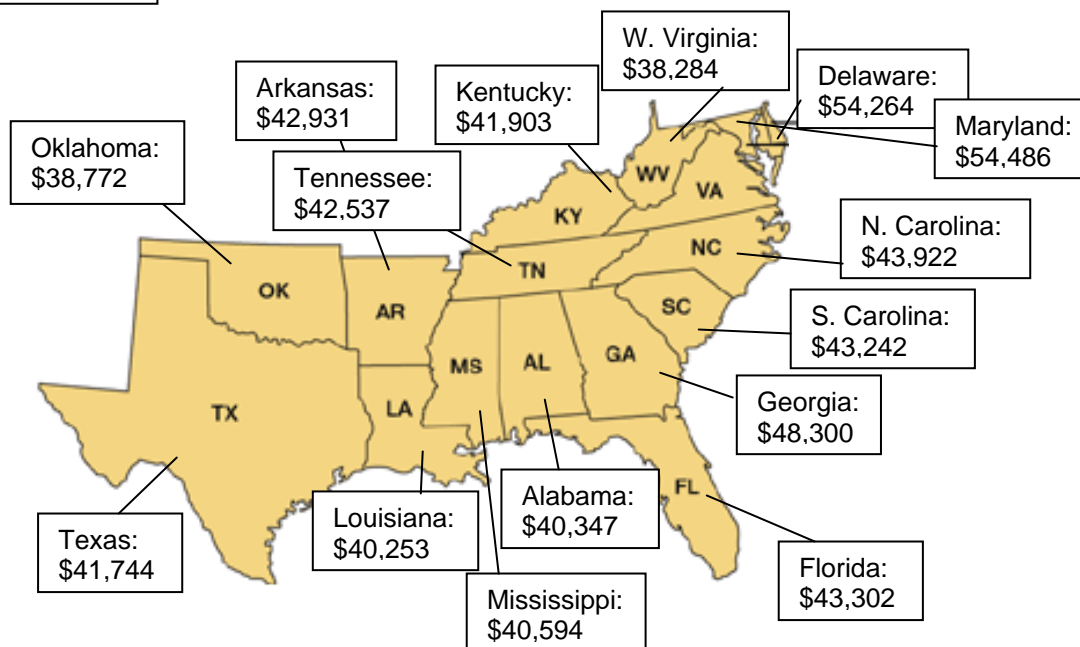
Table 3				
Comparison -				
Virginia Average Teacher Salaries and National Average Teacher Salaries				
Fiscal Year	Virginia Average	National Average	Dollars Difference	Percent Difference
1995	\$33,987	\$36,675	(\$2,688)	(7.91%)
1996	\$34,792	\$37,642	(\$2,850)	(8.19%)
1997	\$35,536	\$38,443	(\$2,907)	(8.18%)
1998	\$36,428	\$39,350	(\$2,922)	(8.02%)
1999	\$37,527	\$40,544	(\$3,017)	(8.04%)
2000	\$38,690	\$41,807	(\$3,117)	(8.06%)
2001	\$40,247	\$43,395	(\$3,148)	(7.82%)
2002	\$41,751	\$44,660	(\$2,909)	(6.97%)
2003	\$42,677	\$45,776	(\$3,099)	(7.26%)
2004	\$43,936	\$46,735	(\$2,799)	(6.37%)
2005	\$45,377	\$47,674	(\$2,297)	(5.06%)
2006	\$47,229	\$49,109	(\$1,880)	(3.98%)
Average, FY95-FY06			(\$2,803)	(7.16%)
<p>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.</p>				
<p>Source: National Education Association http://www.nea.org/edstats/images/06rankings.pdf http://www.nea.org/edstats/RankFull06b.htm</p>				

While Virginia's average teacher salary may have trailed the national average, it has exceeded the average salary of the states in the Southern Regional Education Board (SREB).

Table 4				
<i>Comparison -</i>				
Virginia Average Teacher Salaries and Southern Region Teacher Salaries				
Fiscal Year	Virginia Average	Average SREB States	Dollars Difference	Percent Difference
1995	\$33,987	\$31,671	\$2,316	7.31%
1996	\$34,792	\$32,372	\$2,420	7.48%
1997	\$35,536	\$33,388	\$2,148	6.43%
1998	\$36,428	\$34,425	\$2,003	5.82%
1999	\$37,527	\$35,663	\$1,864	5.23%
2000	\$38,690	\$37,362	\$1,328	3.55%
2001	\$40,247	\$38,599	\$1,648	4.27%
2002	\$41,751	\$39,835	\$1,916	4.81%
2003	\$42,677	\$40,765	\$1,912	4.69%
2004	\$43,936	\$41,284	\$2,652	6.42%
2005	\$45,377	\$42,157	\$3,220	7.64%
2006	\$47,229	\$43,417	\$3,812	8.78%
Average, FY95-FY06			\$2,193	6.76%
Source: SREB Data http://www.sreb.org/				

**Virginia:
\$43,823¹**

**Southern Regional Education Board (SREB)
Comparison of Average Teacher Salaries, 2005-2006**



State	Average Salary, 2005-2006	Rank
Maryland	\$54,486	1
Delaware	\$54,264	2
Georgia	\$48,300	3
North Carolina	\$43,922	4
Virginia	\$43,823	5
Florida	\$43,302	6
South Carolina	\$43,242	7
Arkansas	\$42,931	8
Tennessee	\$42,537	9
Kentucky	\$41,903	10
Texas	\$41,744	11
Mississippi	\$40,594	12
Alabama	\$40,347	13
Louisiana	\$40,253	14
Oklahoma	\$38,772	15
West Virginia	\$38,284	16
Average	\$43,417	

Source: SREB Data - <http://www.sreb.org/main/EdData/DataLibrary/03/secondaryed/teachers/teachers.asp>

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 6	
<i>Average Salary Increase/Decrease Distribution</i>	
FY 2005 to FY 2006	
Percentage Increase/Decrease	Number of School Divisions
Decrease	20
0% to 2% Increase	20
2.01% to 4% Increase	41
4.01% to 6% Increase	33
Greater Than 6.01% Increase	17

Average % Salary Increase	4.08%
----------------------------------	--------------

Table 7	
<i>Average Salary Increase/Decrease Distribution</i>	
FY 2006 to FY 2007 (Budgeted)	
Percentage Increase/Decrease	Number of School Divisions
Decrease	22
0% to 2% Increase	11
2.01% to 4% Increase	22
4.01% to 6% Increase	43
Greater Than 6.01% Increase	33

Average % Budgeted Salary Increase	4.25%
---	--------------

Principals and assistant principals:

Table 8			
FY 2005 - FY 2007			
Principal and Assistant Principal Salaries			
<i>Statewide</i>			
Principal Salaries:			
	Average Principal Salary	Dollar Increase From Prior Year	Percent Increase From Prior Year
FY 2005	\$80,563	\$3,237	4.19%
FY 2006¹	\$82,851	\$2,288	2.84%
FY 2007²	\$86,366	\$3,515	4.24%
Assistant Principal Salaries:			
	Average Assistant Principal Salary	Dollar Increase From Prior Year	Percent Increase From Prior Year
FY 2005	\$65,794	\$1,959	3.07%
FY 2006¹	\$67,965	\$2,171	3.30%
FY 2007²	\$71,664	\$3,699	5.44%
<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 2005-2006 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 2005-2006 Annual School Report. Averages calculated on the basis of statewide totals.</p>			