

Results of the 2008-2009 Teacher Salary Survey

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Subcommittee on Elementary
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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 on the next slide shows the actual average teacher salaries (including librarians and guidance counselors) reported to the Department of Education for fiscal years 2007 and 2008 with the rate of change in the actual average salary reported to be 2.81 percent statewide.
- For fiscal year 2009, school divisions have reported salary information that indicates the average budgeted salary will increase by an additional 2.75 percent statewide.



Teacher salaries are projected to continue to grow in the current fiscal year, continued:

Table 1 FY 2007 - FY 2009 Classroom Teacher Salary <i>Statewide - includes librarians and guidance counselors</i>			
	Average Classroom Teacher Salary	Dollar Increase From Prior Year	Percent Increase From Prior Year
FY 2007¹	\$49,131	\$1,911	4.05%
FY 2008²	\$50,511	\$1,380	2.81%
FY 2009³	\$51,902	\$1,391	2.75%
<p>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 2006-2007 Annual School Report. Averages calculated on the basis of statewide totals.</p> <p>² 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 2007-2008 Annual School Report. Averages calculated on the basis of statewide totals.</p> <p>³ 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 2007-2008 Annual School Report. Averages calculated on the basis of statewide totals.</p>			



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)						
		Actual Annual Increase		Salary Increase per Appropriation Act		
Fiscal Year	Average Salary	Dollars	Percent	State Funded	Effective Date	Effective Annualized
1984	\$19,676	\$1,141	6.16%	9.70%	7/1/1983	9.70%
1985	\$21,272	\$1,596	8.11%	10.00%	7/1/1984	10.00%
1986	\$23,093	\$1,821	8.56%	10.00%	7/1/1985	10.00%
1987	\$25,035	\$1,942	8.41%	10.00%	7/1/1986	10.00%
1988	\$27,189	\$2,154	8.60%	10.00%	7/1/1987	10.00%
1989	\$28,976	\$1,787	6.57%	8.00%	7/1/1988	8.00%
1990	\$30,938	\$1,962	6.77%	8.00%	7/1/1989	8.00%
1991	\$32,153	\$1,215	3.93%	5.00%	7/1/1990	5.00%
1992	\$31,764	(\$389)	(1.21%)	0.00%	n/a	0.00%



The average teacher salary in Virginia has grown every year except fiscal year 1992, continued:

Table 2
Virginia Average Teacher Salaries
(includes librarians and guidance counselors)

		<i>Actual Annual Increase</i>		<i>Salary Increase per Appropriation Act</i>		
Fiscal Year	Average Salary	Dollars	Percent	State Funded Increase	Effective Date	Effective Annualized
1993	\$32,257	\$493	1.55%	0.00%	n/a	0.00%
1994	\$33,144	\$887	2.75%	3.00%	12/1/1993	1.75%
1995	\$33,987	\$843	2.54%	3.25%	12/1/1994	1.90%
1996	\$34,792	\$805	2.37%	2.25%	12/1/1995	1.31%
1997	\$35,536	\$744	2.14%	1.75%	1/1/1997	0.88%
1998	\$36,428	\$892	2.51%	4.00%	1/1/1998	2.00%
1999	\$37,527	\$1,099	3.02%	2.25%	1/1/1999	1.13%
2000	\$38,690	\$1,163	3.10%	6.00%	1/4/2000	2.95%
2001	\$40,247	\$1,557	4.02%	2.40%	12/1/2000	1.40%



The average teacher salary in Virginia has grown every year except fiscal year 1992, continued:

Table 2
Virginia Average Teacher Salaries
(includes librarians and guidance counselors)

Fiscal Year	Average Salary	Actual Annual Increase		Salary Increase per Appropriation Act		
		Dollars	Percent	State Funded	Effective Date	Effective Annualized
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%	1/1/2004	1.13%
2005	\$45,377	\$1,441	3.28%	0.00%	n/a	0.00%
2006	\$47,220	\$1,843	4.06%	3.00%	12/1/2005	1.75%
2007	\$49,131	\$1,911	4.05%	4.00%	12/1/2006	2.33%
2008	\$50,511	\$1,380	2.81%	3.00%	12/1/2007	1.75%
2009 (Budgeted)	\$51,902	\$1,391	2.75%	0.00%	n/a	0.00%
Average, 1984-2008		\$1,279	4.12%	4.31%		3.64%



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.



Virginia's average teacher salary calculation differs from NEA methodology, continued:

Table 3				
DOE Calculated Virginia Average Salary vs. NEA Calculated				
	DOE Calculated Virginia Average Salary	NEA Calculated Virginia Average Salary	Dollar Difference	Percent Difference
FY 2005	\$45,377	\$42,768	\$2,609	5.75%
FY 2006	\$47,220	\$43,569	\$3,651	7.73%
FY 2007	\$49,131	\$45,573	\$3,558	7.24%
FY 2008	\$50,511	\$46,690	\$3,821	7.56%
Average, FY 2005 - FY 2008			\$3,410	7.07%



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

- In fiscal year 2008, Virginia was ranked 30 out of the 50 states plus the District of Columbia.

Fiscal 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)	(11.5%)
2008	\$46,690	\$52,308	(\$5,618)	(12.03%)
Average, FY 1995 – FY 2008			(\$3,812)	(9.36%)



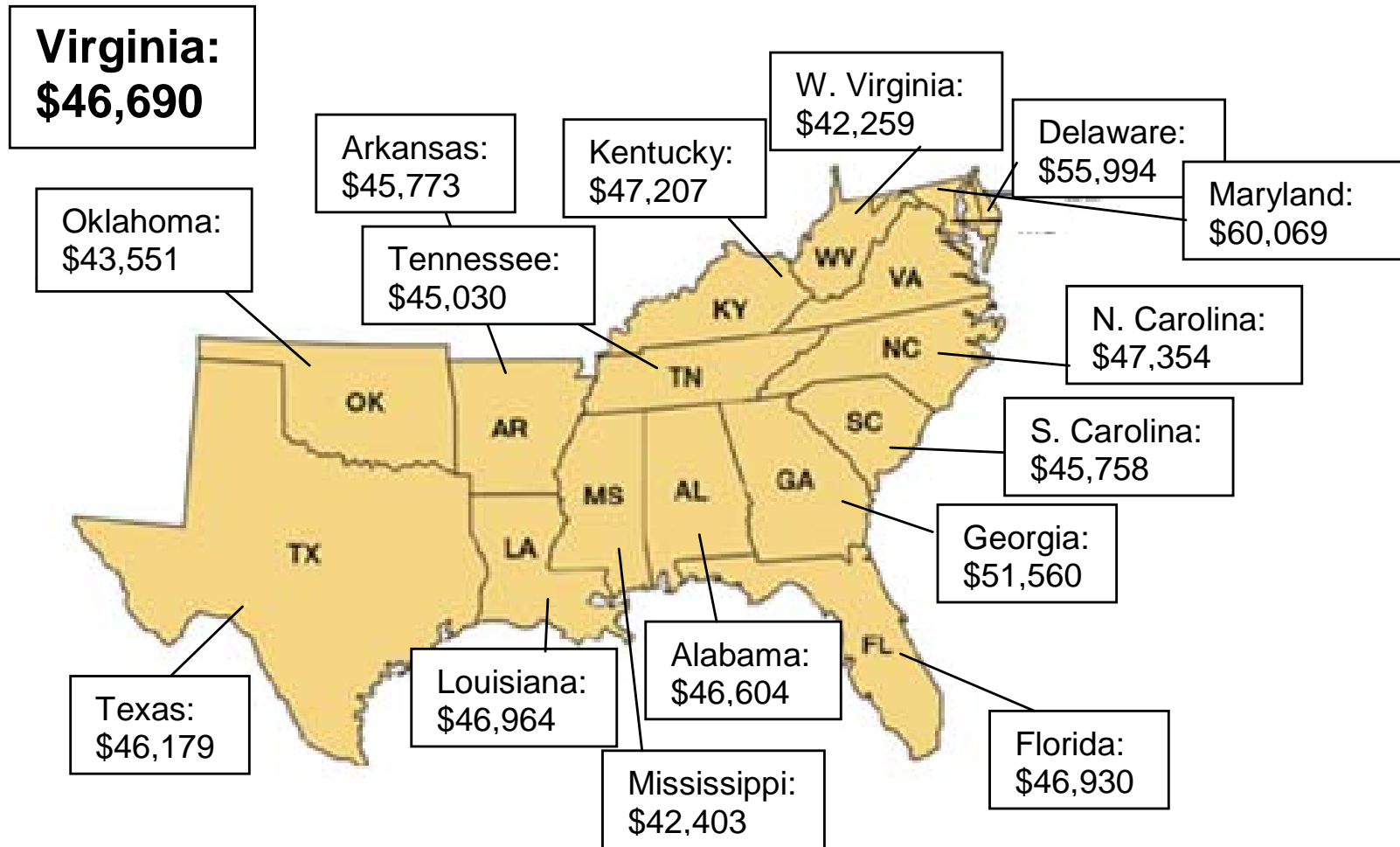
Virginia's average teacher salary has historically exceeded the average salary of the states in the Southern Regional Education Board (SREB). However, this trend changed in fiscal year 2007:

**Table 5
Comparison -
Virginia Average Teacher Salary and Southern Region
Teacher Salary (NEA Methodology)**

Fiscal 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%)
2008	\$46,690	\$47,387	(\$697)	(1.47%)
Average, FY 1995 – FY 2008				5.26%



Southern Regional Education Board (SREB) Comparison of Average Teacher Salaries, 2007-2008:



Southern Regional Education Board (SREB) Comparison of Average Teacher Salaries, 2007-2008:

Table 6		
State	Average Salary, 2007-2008	Rank
Maryland	\$60,069	1
Delaware	\$55,994	2
Georgia	\$51,560	3
North Carolina	\$47,354	4
Kentucky	\$47,207	5
Louisiana	\$46,964	6
Florida	\$46,930	7
Virginia ¹	\$46,690	8
Alabama	\$46,604	9
Texas	\$46,179	10
Arkansas	\$45,773	11
South Carolina	\$45,758	12
Tennessee	\$45,030	13
Oklahoma	\$43,551	14
Mississippi	\$42,403	15
West Virginia	\$42,259	16
SREB Average	\$47,387	

Source: SREB Data - <http://www.sreb.org/DataLibrary/tables/TeacherSalaries08.xls>

¹ Note: 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 2007 to FY 2008¹	
Percentage Increase/Decrease	Number of School Divisions
Decrease	21
0% to 2% Increase	30
2.01% to 4% Increase	47
4.01% to 6% Increase	23
Greater than 6.01% Increase	11
Average % Salary Increase	2.81%
¹ Based on fiscal year 2007 and 2008 actual school division salaries as reported by school divisions and regional programs on the Annual School Report.	



The movement in the average salaries in Virginia's school divisions covers a broad range, continued:

Table 8 <i>Average Salary Increase/Decrease Distribution</i> FY 2008 to FY 2009 (Budgeted)¹	
Percentage Increase/Decrease	Number of School Divisions
Decrease	20
0% to 2% Increase	23
2.01% to 4% Increase	31
4.01% to 6% Increase	30
Greater than 6.01% Increase	28
Average % Budgeted Salary Increase	2.75%
¹ Based on actual fiscal year 2008 and budgeted fiscal year 2009 school division salaries as reported by school divisions and regional programs on the 2007-2008 Annual School Report.	



Principals and assistant principals:

Table 9			
FY 2007 - FY 2009			
Principal Salaries:			
	Average Principal Salary	Dollar Increase	Percent Increase
FY 2007¹	\$86,328	\$3,622	4.38%
FY 2008²	\$89,007	\$2,679	3.10%
FY 2009³	\$92,174	\$3,166	3.56%

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.

² 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 2007-2008 Annual School Report. Averages calculated on the basis of statewide totals.

³ Based on certification by division superintendents of the average budgeted salary to be provided reported by school divisions and regional programs on the 2007-2008 Annual School Report. Averages calculated on the basis of statewide totals.



Principals and assistant principals, continued:

Table 10 FY 2007 - FY 2009 Assistant Principal Salaries:			
	Average Assistant Principal Salary	Dollar Increase	Percent Increase
FY 2007¹	\$71,353	\$3,401	5.01%
FY 2008²	\$72,702	\$1,349	1.89%
FY 2009³	\$76,770	\$4,068	5.60%

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.

² 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 2007-2008 Annual School Report. Averages calculated on the basis of statewide totals.

³ Based on certification by division superintendents of the average budgeted salary to be provided reported by school divisions and regional programs on the 2007-2008 Annual School Report. Averages calculated on the basis of statewide totals.



2008-2010 SOQ Funded Teacher Salary with Benefits:

Table 11				
2008-2010 SOQ Funded Teacher Salaries, Fringe Benefits, and Health Care Premium¹				
	FUNDED BASE SALARY	FRINGE BENEFITS	HEALTH CARE	TOTAL SALARY & BENEFITS
Elementary Teacher	\$44,337	\$7,923	\$5,188	\$57,448
Elem w/ Partial COCA ²	\$45,427	\$8,118	\$5,188	\$58,732
Elem w/ Full COCA ²	\$48,695	\$8,702	\$5,188	\$62,585
Secondary Teacher	\$46,230	\$8,261	\$5,188	\$59,679
Sec w/ Partial COCA ²	\$47,366	\$8,464	\$5,188	\$61,018
Sec w/ Full COCA ²	\$50,774	\$9,073	\$5,188	\$65,036
¹ Based on current SOQ funded salaries, plus current funded benefits for 2008-2010 per Chapter 879 budget. ² Cost of Competing Adjustment				



Pupil to Teacher Ratio:

Table 12: NEA Ranking of U.S. Pupil to Teacher Ratio for the 2007-2008 School Year

State	Pupil to Teacher Ratio, 2007-2008 ¹	Rank
DISTRICT OF COLUMBIA	10	1
VERMONT	10	1
RHODE ISLAND	10.6	3
MAINE	11.7	4
VIRGINIA	11.8	5
NEW JERSEY	12.3	6
NORTH DAKOTA	12.3	6
WYOMING	12.4	8
NEW HAMPSHIRE	12.8	9
NEW YORK	13.1	10
ARKANSAS	13.2	11
CONNECTICUT	13.2	11
NEBRASKA	13.4	13
MASSACHUSETTS	13.5	14
MISSOURI	13.5	14
MONTANA	13.5	14
IOWA	13.6	17
KANSAS	13.8	18



Pupil to Teacher Ratio, continued:

**Table 12: NEA Ranking of
U.S. Pupil to Teacher Ratio for the 2007-2008 School Year**

State	Pupil to Teacher Ratio, 2007-2008 ¹	Rank
GEORGIA	14.1	19
LOUISIANA	14.1	19
MARYLAND	14.1	19
WEST VIRGINIA	14.2	22
SOUTH CAROLINA	14.3	23
SOUTH DAKOTA	14.3	23
NORTH CAROLINA	14.5	25
TENNESSEE	14.5	25
TEXAS	14.5	25
PENNSYLVANIA	14.6	28
MISSISSIPPI	14.8	29
WISCONSIN	14.8	29
NEW MEXICO	15.1	31
DELAWARE	15.2	32
OKLAHOMA	15.2	32
ALABAMA	15.4	34
FLORIDA	15.4	34
UNITED STATES	15.4	



Pupil to Teacher Ratio, continued:

**Table 12: NEA Ranking of
U.S. Pupil to Teacher Ratio for the 2007-2008 School Year**

State	Pupil to Teacher Ratio, 2007-2008 ¹	Rank
HAWAII	15.6	36
ILLINOIS	15.6	36
KENTUCKY	15.6	36
MINNESOTA	15.6	36
OHIO	15.8	40
ALASKA	16.6	41
INDIANA	16.8	42
COLORADO	16.9	43
MICHIGAN	17.5	44
IDAHO	18.1	45
WASHINGTON	19	46
OREGON	19.1	47
NEVADA	19.3	48
CALIFORNIA	20.9	49
ARIZONA	21.4	50
UTAH	21.6	51

¹Classroom Teachers include all licensed instructional teachers including reading, art, music, PE, special education, and long-term substitutes

Source: National Education Association

<http://www.nea.org/assets/docs/02rankings08.pdf>

