



## FY 2016 Recommended Budget Budget Question

Board Question #: 29

### **BUDGET QUESTIONS:**

Provide a comparison of starting teacher salaries with the surrounding localities.

### **RESPONSE:**

Please see attached report of Starting Teaching Salaries for School Year 2014-2015 from the Virginia Department of Education.

**Virginia Department of Education**  
**Starting Teacher Salaries for School Year 2014-2015**

The starting salary calculation includes licensed elementary and secondary classroom teachers (regardless of the fund source). Classroom teachers include: regular K-12 education teachers, art, music, physical education, technology, remedial, gifted, mathematics, reading, special education, and ESL teachers. Not included in the calculation are: teacher aides, guidance counselors, or librarians.

<b>Division Name</b>	<b>Fall Membership</b>	<b>Bachelor's Starting Salary</b>	<b>Master's Starting Salary</b>	<b>Doctorate Starting Salary</b>
Accomack County Public Schools	5,255	35,521	38,239	36,607
Albemarle County Public Schools	13,680	44,300	46,415	48,529
Alexandria City Public Schools	14,216	47,242	54,188	56,501
Alleghany County Public Schools	2,330	37,436	40,436	41,436
Amelia County Public Schools	1,810	38,000	40,271	41,000
Amherst County Public Schools	4,268	38,138	40,942	42,221
Appomattox County Public Schools	2,305	38,512	40,612	41,812
Arlington County Public Schools	24,559	48,228	53,173	58,662
Augusta County Public Schools	10,522	39,200	41,779	44,358
Bath County Public Schools	612	34,707	37,707	39,207
Bedford County Public Schools	10,097	37,627	39,508	41,390
Bland County Public Schools	830	33,015	34,454	35,202
Botetourt County Public Schools	4,863	38,350	41,350	42,850
Bristol City Public Schools	2,303	34,673	36,673	37,173
Brunswick County Public Schools	1,857	36,404	39,082	41,759
Buchanan County Public Schools	3,126	30,500	32,800	33,800
Buckingham County Public Schools	2,147	39,957	41,999	41,999
Buena Vista City Public Schools	1,055	30,863	34,863	35,863
Campbell County Public Schools	8,138	37,298	39,336	39,336
Caroline County Public Schools	4,357	38,166	39,916	40,966
Carroll County Public Schools	3,890	36,000	38,402	41,118
Charles City County Public Schools	710	37,300	39,018	39,860
Charlotte County Public Schools	1,968	38,500	40,612	40,612
Charlottesville City Public Schools	4,356	44,160	46,276	48,391
Chesapeake City Public Schools	39,707	41,149	44,349	47,549
Chesterfield County Public Schools	59,725	42,311	44,427	46,648
Clarke County Public Schools	1,995	39,135	45,698	45,698
Colonial Beach Public Schools	553	39,973	42,479	45,110
Colonial Heights City Public Schools	2,825	40,215	41,715	42,465
Covington City Public Schools	1,002	37,530	40,530	N/A
Craig County Public Schools	646	31,794	33,294	34,794
Culpeper County Public Schools	8,074	38,749	40,749	43,249
Cumberland County Public Schools	1,431	37,225	39,225	40,725

<b>Division Name</b>	<b>Fall Membership</b>	<b>Bachelor's Starting Salary</b>	<b>Master's Starting Salary</b>	<b>Doctorate Starting Salary</b>
Danville City Public Schools	6,315	35,585	38,210	39,785
Dickenson County Public Schools	2,346	33,283	34,719	36,155
Dinwiddie County Public Schools	4,444	40,126	42,027	43,083
Essex County Public Schools	1,526	38,805	40,805	40,805
Fairfax County Public Schools	185,538	46,756	52,530	56,164
Falls Church City Public Schools	2,465	48,500	54,000	57,500
Fauquier County Public Schools	11,165	42,315	44,431	45,489
Floyd County Public Schools	1,990	37,813	40,881	N/A
Fluvanna County Public Schools	3,627	42,000	46,200	46,300
Franklin City Public Schools	1,201	38,934	40,934	42,434
Franklin County Public Schools	7,481	35,943	38,443	38,443
Frederick County Public Schools	13,181	41,060	44,028	46,228
Fredericksburg City Public Schools	3,466	41,000	43,750	45,550
Galax City Public Schools	1,387	37,404	40,664	41,204
Giles County Public Schools	2,423	34,190	36,190	37,190
Gloucester County Public Schools	5,529	39,108	43,068	47,027
Goochland County Public Schools	2,438	42,378	44,285	45,133
Grayson County Public Schools	1,769	33,468	35,472	37,472
Greene County Public Schools	3,185	41,006	43,006	43,306
Greensville County Public Schools	2,534	39,114	41,214	41,739
Halifax County Public Schools	5,525	36,976	39,162	41,348
Hampton City Public Schools	20,796	40,000	41,800	44,600
Hanover County Public Schools	18,041	42,462	45,010	46,284
Harrisonburg City Public Schools	5,633	41,811	44,511	46,626
Henrico County Public Schools	50,971	41,726	43,729	43,729
Henry County Public Schools	7,428	39,492	41,592	42,592
Highland County Public Schools	200	35,573	38,573	38,573
Hopewell City Public Schools	4,352	40,998	43,648	43,948
Isle of Wight County Public Schools	5,579	37,240	39,990	42,490
King and Queen County Public Schools	2,218	37,525	39,625	40,285
King George County Public Schools	4,384	37,087	39,683	41,683
King William County Public Schools	891	42,218	44,338	46,458
Lancaster County Public Schools	1,220	35,666	37,766	38,816
Lee County Public Schools	3,280	35,250	36,500	38,500
Lexington City Public Schools	495	38,210	41,777	41,777
Loudoun County Public Schools	73,394	47,500	53,156	58,812
Louisa County Public Schools	4,844	42,004	44,270	45,092
Lunenburg County Public Schools	1,593	36,490	38,690	39,290
Lynchburg City Public Schools	8,577	38,000	41,260	43,044

<b>Division Name</b>	<b>Fall Membership</b>	<b>Bachelor's Starting Salary</b>	<b>Master's Starting Salary</b>	<b>Doctorate Starting Salary</b>
Madison County Public Schools	1,865	39,788	42,388	42,388
Manassas City Public Schools	7,476	46,078	51,578	53,678
Manassas Park City Public Schools	3,359	44,490	50,490	57,490
Martinsville City Public Schools	2,300	39,315	42,102	42,903
Mathews County Public Schools	1,140	38,502	41,002	43,002
Mecklenburg County Public Schools	4,584	35,193	37,593	39,193
Middlesex County Public Schools	1,266	37,655	39,655	40,655
Montgomery County Public Schools	9,703	37,011	39,111	40,161
Nelson County Public Schools	1,933	43,000	45,500	45,500
New Kent County Public Schools	3,027	37,149	39,699	40,969
Newport News City Public Schools	29,547	40,500	43,335	46,422
Norfolk City Public Schools	32,275	41,724	45,055	49,110
Northampton County Public Schools	1,651	35,346	37,468	39,716
Northumberland County Public Schools	1,421	37,000	39,000	41,000
Norton City Public Schools	839	32,620	34,670	36,120
Nottoway County Public Schools	2,318	39,308	41,508	42,208
Orange County Public Schools	5,222	39,000	41,655	43,617
Page County Public Schools	3,506	38,705	41,670	44,577
Patrick County Public Schools	2,905	35,720	37,951	39,999
Petersburg City Public Schools	4,318	41,426	42,626	43,326
Pittsylvania County Public Schools	9,299	37,461	39,315	40,243
Poquoson City Public Schools	2,095	38,540	41,265	43,990
Portsmouth City Public Schools	15,080	42,134	44,634	48,134
Powhatan County Public Schools	4,217	41,790	43,880	44,972
Prince Edward County Public Schools	2,189	38,052	40,212	41,860
Prince George County Public Schools	6,459	40,683	42,683	45,083
Prince William County Public Schools	86,641	45,998	51,516	54,758
Pulaski County Public Schools	4,430	36,934	39,089	41,784
Radford City Public Schools	1,664	37,300	40,787	43,367
Rappahannock County Public Schools	919	40,542	41,485	41,485
Richmond City Public Schools	23,957	43,836	46,028	49,531
Richmond County Public Schools	1,225	38,610	40,710	43,710
Roanoke City Public Schools	13,649	39,037	41,169	43,306
Roanoke County Public Schools	14,384	36,000	37,605	39,210
Rockbridge County Public Schools	2,824	37,639	39,954	41,439
Rockingham County Public Schools	11,867	41,300	43,785	45,310
Russell County Public Schools	4,177	31,000	33,000	35,000
Salem City Public Schools	3,865	42,000	45,720	47,514
Scott County Public Schools	3,783	37,285	39,340	39,340
Shenandoah County Public Schools	6,195	40,000	43,171	46,342
Smyth County Public Schools	4,682	31,500	34,140	36,991

<b>Division Name</b>	<b>Fall Membership</b>	<b>Bachelor's Starting Salary</b>	<b>Master's Starting Salary</b>	<b>Doctorate Starting Salary</b>
Southampton County Public Schools	2,770	39,000	41,000	43,000
Spotsylvania County Public Schools	23,887	39,390	42,148	44,511
Stafford County Public Schools	27,573	37,793	41,940	43,312
Staunton City Public Schools	2,734	39,792	41,782	N/A
Suffolk City Public Schools	14,365	39,290	42,175	44,441
Surry County Public Schools	867	44,270	46,770	47,270
Sussex County Public Schools	1,110	40,038	44,488	44,488
Tazewell County Public Schools	6,221	35,092	36,881	39,884
Virginia Beach City Public Schools	70,121	41,362	43,862	45,462
Warren County Public Schools	5,398	40,655	42,860	46,800
Washington County Public Schools	7,330	35,839	37,924	39,934
Waynesboro City Public Schools	3,230	39,232	41,875	43,990
West Point Public Schools	786	43,471	45,471	N/A
Westmoreland County Public Schools	1,709	36,566	39,716	39,716
Williamsburg-James City County Public Schools	11,389	40,301	41,929	45,806
Winchester City Public Schools	4,269	40,500	44,730	48,960
Wise County Public Schools	6,111	34,000	37,000	38,000
Wythe County Public Schools	4,308	37,340	39,616	42,695
York County Public Schools	12,695	41,555	44,332	47,898

Source: Virginia Department of Education--Education Workforce Data Reports