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Salary Study for Teachers and Selected Educational Support Professionals

2016-17

(Updated 10/19/2016)

Volume I: Benchmarks and Rankings

ACKNOWLEDGEMENT

The VEA acknowledges the valuable assistance given by division superintendents and staff. Their replies to VEA questionnaires make many of our research studies possible.

PROJECT TEAM

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Note:

This report is organized into two sections. The first section is a narrative. The second section shows detailed tables on salary information for teachers and selected ESPs, as well as information about summer school programs. The comments section of some tables contains qualifications or additional information given by localities. VEA edits comments for clarity and space limitations.

2016-17 Salary Study for Teachers

Introduction

VEA's 2016-17 Salary Study contains data on salaries for teachers and selected educational support professionals (ESPs) and on 2016 summer school programs for Virginia's public schools. Surveys were completed for this report by 126 of 132 Virginia school divisions. Divisions that did not respond to the survey are shown as blanks in the tables.

The salary section shows the compensation of teachers at increments of five years, a measure which VEA calls benchmarks, for school divisions across the state. This report has data that reflects both the economic times for local budgets, community demands and the various strategies employed by local school divisions to retain and attract teachers. Compensation for support staff varies considerably across the state and comparisons are difficult because of that variation.

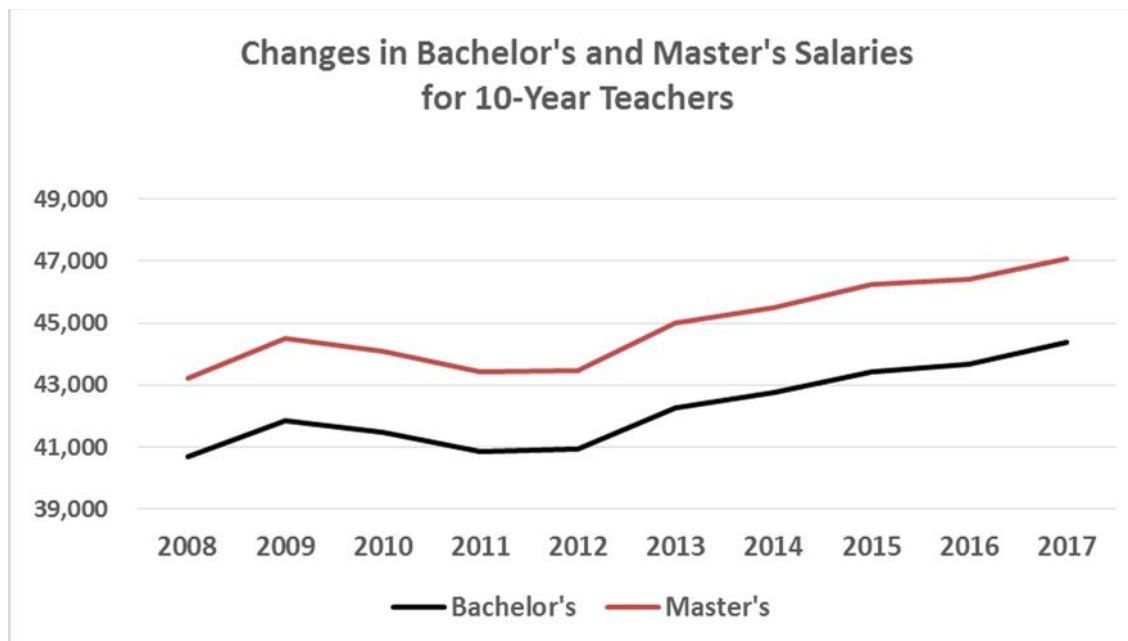
The actual salary schedule for teachers was also requested of the localities. Those schedules are contained in Volume II of the 2016-17 study.

Salaries

The salary schedules for teachers give information on salaries for Virginia public school teachers for 2016-17. On average, salaries have increased between 0.70 and 1.92% over 2015-16 levels. Because not all school divisions report each year, caution should be taken in comparing 2015-16 to 2016-17.

Differences across the state among salaries for educators with similar years of experience are sizable, reflecting different needs and conditions. The salaries for teachers with a Bachelor's degree range from \$30,407 to \$49,182 for a beginning teacher. For Bachelor's level teachers with 30 years of experience, the range is wider--from \$46,857 to \$99,033, a difference of over \$52,000. Table 1 shows the range for all benchmark levels for lowest, highest, and average for Bachelor's level teachers. The salary range for teachers holding a Master's degree is also broad. Table 3 has those comparisons.

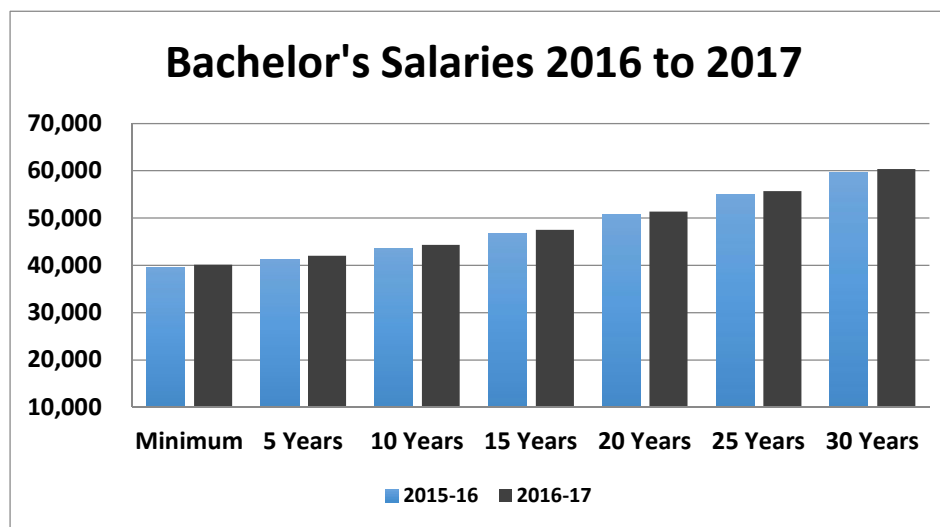
Teacher salaries have not increased as much as inflation over the past ten years, with an average annual increase over the last decade of less than 1%. The chart below shows salary averages for the years 2007-08 through 2016-17. When inflation is taken into account, Bachelor's level teachers have lost about \$4,700 in buying power and Master's level teachers, \$5,000.



Bachelor's Level Teacher Salaries

For Bachelor's benchmark levels, state averages reported this year are less than 2% more than the amounts reported last year (Table 1). On average, the difference between salaries at five-year intervals for this school year was between 5 and 8 percent.

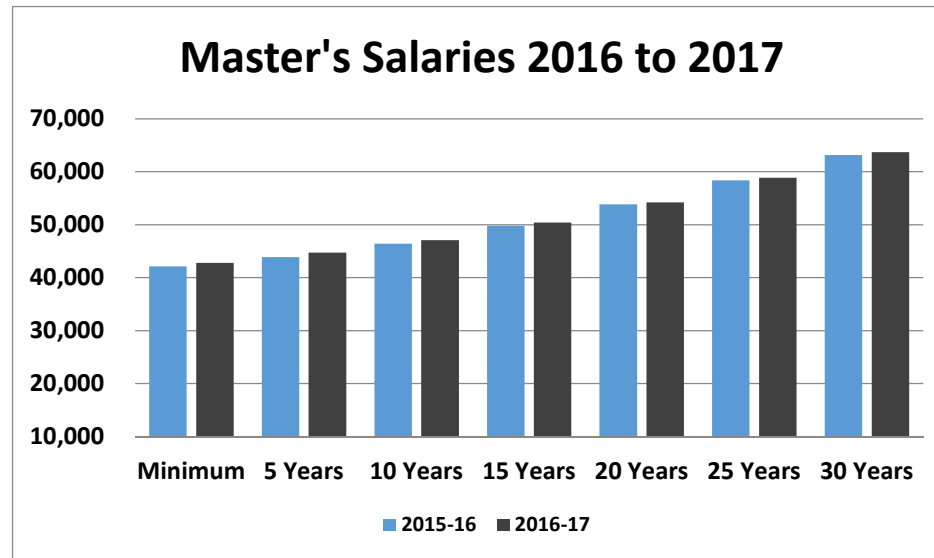
The chart below shows that average benchmarks for teachers with a Bachelor's degree are only slightly higher than the salaries for 2015-16.



Northern Virginia localities report the highest salaries at all of the Bachelor's levels due at least in part to their higher cost of living and cost of competing with school divisions in Maryland and the District of Columbia. School divisions in the southwest part of Virginia tend to have the lower salary levels. Table 2 shows Bachelor's level salaries and rankings for all localities who responded.

Master's Level Teacher Salaries

Salaries for teachers with Master's degrees also increased by less than 2% on average from the amounts reported by school divisions last year. Table 4 shows Master's level benchmarks and rankings for all reporting divisions. The chart on the next page shows the average of the benchmarks for the past two years.



Support Professional Salaries

School divisions pay educational support staff in a number of different ways. VEA asked for information on bus and van drivers, custodians, instructional aides, electricians, HVAC staff and plumbers.

Comparisons across divisions are difficult. Bus drivers are sometimes paid hourly, sometimes daily, sometimes on an annual basis, sometimes based on the route they drive. Custodians are sometimes contracted out, sometimes on an annual contract and sometimes are paid on experience. Instructional assistants are frequently paid based both on experience and education. Many school divisions do not have employees who are solely “electricians,” “HVAC” or “plumbers,” but rather have general maintenance staff who handle these issues. Some divisions rely on maintenance staff employed by the local government or outsource these responsibilities. Tables 5 through 10 contain the compensation information reported by divisions for each of these support positions.

Summer School

Table 11 presents information on reporting divisions' 2016 summer school sessions. Included are facts about the length of the session and the pay rate for teachers. Comments submitted by the school divisions are also included. One hundred seventeen of the 125 divisions that responded offered summer school this past summer session. Hours worked by teachers vary significantly, from two to nine hours per day. The number of days in a summer session also varies considerably, from 5 to 39 days. Pay is usually an hourly rate, but sometimes teachers are paid a daily rate or a lump sum amount for the entire summer session.

Conclusion

Teachers' salaries start off low in Virginia and progress slowly. NEA Rankings & Estimates (5/16) show Virginia's average teacher salary to be \$7,200 under the national average, resulting in Virginia ranking 30th nationally in average teacher salary.

But salaries aren't the only place where Virginia is shortchanging education. Governing magazine reports that, in FY 2014, per-pupil spending, adjusted for inflation was almost 5% less than it was in 2010. This reduction results in larger class sizes, fewer electives, aging texts, and a lower educational experience.

Note: The data provided in the following tables is based on information provided by the school divisions. Therefore, in some cases, it is possible that salaries may have been misreported.

Table 1

Benchmark Comparisons, Bachelor's Degree, 2015-16 to 2016-17

| | Minimum | 5 Years Previous Service | 10 Years Previous Service | 15 Years Previous Service | 20 Years Previous Service | 25 Years Previous Service | 30 Years Previous Service |
|-----------------------|----------|--------------------------------|---------------------------------|---------------------------------|---------------------------------|---------------------------------|---------------------------------|
| <i>Lowest</i> | | | | | | | |
| 2015-16 | \$30,407 | \$33,017 | \$34,623 | \$39,250 | \$41,748 | \$43,959 | \$47,641 |
| 2016-17 | 30,407 | 33,931 | 35,396 | 39,250 | 42,000 | 44,951 | 46,857 |
| Percent Increase | 0.00 | 2.77 | 2.23 | 0.00 | 0.60 | 2.26 | (1.65) % |
| <i>Highest</i> | | | | | | | |
| 2015-16 | 49,350 | 54,750 | 64,380 | 73,841 | 79,931 | 86,481 | 95,897 |
| 2016-17 | 49,182 | 54,733 | 64,331 | 73,841 | 82,012 | 87,346 | 99,033 |
| Percent Increase | (0.34) | (0.03) | (0.08) | 0.00 | 2.60 | 1.00 | 3.27 % |
| <i>Average</i> | | | | | | | |
| 2015-16 | 39,430 | 41,268 | 43,656 | 46,775 | 50,664 | 55,020 | 59,635 |
| 2016-17 | 40,126 | 42,051 | 44,375 | 47,511 | 51,347 | 55,689 | 60,296 |
| Percent Increase | 1.77 | 1.90 | 1.65 | 1.57 | 1.35 | 1.22 | 1.11 % |

* Benchmark comparisons are skewed when inaccurate data is reported or localities do not report from one year to another.

2016-17 Benchmarks by School Division - Bachelor's Degree

Table 2

| School Division | BA-No experience | | BA-5 yrs. | | BA-10 yrs. | | BA-15 yrs. | | BA-20 yrs. | | BA-25 yrs. | | BA-30 yrs. | |
|------------------|------------------|------|-----------|------|------------|------|------------|------|------------|------|------------|------|------------|------|
| | Exp | Rank | Exp | Rank | Exp | Rank | Exp | Rank | Exp | Rank | Exp | Rank | Exp | Rank |
| Accomack | \$ 37,003 | 108 | \$ 37,883 | 113 | \$ 40,432 | 105 | \$ 43,576 | 95 | \$ 46,897 | 95 | \$ 50,656 | 97 | \$ 54,923 | 93 |
| Albemarle | 45,400 | 9 | 47,700 | 8 | 50,000 | 10 | 53,803 | 10 | 57,605 | 15 | 62,473 | 17 | 67,340 | 16 |
| Alexandria | 47,242 | 4 | 54,733 | 1 | 64,331 | 1 | 73,841 | 1 | 79,931 | 2 | 84,823 | 2 | 84,823 | 6 |
| Alleghany | 38,441 | 92 | 38,441 | 107 | 40,037 | 108 | 42,692 | 104 | 46,013 | 104 | 49,730 | 104 | 58,233 | 65 |
| Amelia | 38,760 | 83 | 40,027 | 87 | 43,117 | 75 | 46,908 | 60 | 51,031 | 52 | 56,065 | 45 | 61,187 | 42 |
| Amherst | 39,000 | 77 | 39,827 | 91 | 41,062 | 93 | 44,427 | 88 | 47,794 | 85 | 51,159 | 92 | 54,525 | 97 |
| Appomattox | 39,500 | 70 | 40,560 | 80 | 40,920 | 96 | 42,754 | 103 | 45,506 | 106 | 50,207 | 101 | 56,056 | 85 |
| Arlington | 48,228 | 2 | 52,181 | 4 | 63,424 | 2 | 69,923 | 3 | 69,923 | 7 | 69,923 | 7 | 69,923 | 10 |
| Augusta | 40,180 | 58 | 42,230 | 57 | 44,384 | 56 | 46,646 | 63 | 49,027 | 73 | 51,527 | 84 | 55,125 | 89 |
| Bath | 34,857 | 118 | 38,109 | 109 | 41,496 | 92 | 44,882 | 83 | 48,269 | 81 | 50,978 | 94 | 55,042 | 91 |
| Bedford | 39,227 | 74 | 39,227 | 99 | 40,315 | 106 | 42,346 | 107 | 45,168 | 109 | 48,901 | 110 | 52,940 | 110 |
| Bland | | | | | | | | | | | | | | |
| Botetourt | 38,350 | 94 | 42,377 | 55 | 47,171 | 22 | 52,923 | 12 | 59,126 | 11 | 59,126 | 30 | 59,126 | 59 |
| Bristol | 36,000 | 115 | 37,749 | 116 | 39,697 | 112 | 43,850 | 92 | 50,504 | 56 | 60,059 | 26 | 60,059 | 49 |
| Brunswick | 38,246 | 97 | 39,612 | 93 | 40,986 | 94 | 42,362 | 106 | 45,264 | 107 | 55,977 | 48 | 56,540 | 80 |
| Buchanan | 30,500 | 125 | 36,916 | 119 | 39,687 | 114 | 42,235 | 108 | 45,180 | 108 | 48,768 | 111 | 48,768 | 125 |
| Buckingham | 41,979 | 39 | 41,979 | 62 | 43,074 | 76 | 44,534 | 85 | 46,360 | 100 | 57,920 | 35 | 57,920 | 67 |
| Buena Vista | 30,407 | 126 | 34,333 | 125 | 36,978 | 124 | 39,845 | 123 | 43,934 | 118 | 45,558 | 124 | 49,816 | 121 |
| Campbell | 37,570 | 104 | 39,469 | 96 | 40,433 | 104 | 41,721 | 113 | 43,677 | 121 | 46,107 | 123 | 49,447 | 122 |
| Caroline | 39,200 | 75 | 43,200 | 46 | 47,200 | 20 | 51,200 | 21 | 55,200 | 25 | 61,000 | 20 | 65,000 | 24 |
| Carroll | 38,000 | 99 | 38,584 | 106 | 40,628 | 102 | 43,918 | 91 | 46,438 | 97 | 51,282 | 87 | 56,868 | 79 |
| Charles City | 37,837 | 101 | 39,568 | 94 | 41,791 | 87 | 44,361 | 89 | 46,391 | 99 | 48,998 | 109 | 51,497 | 117 |
| Charlotte | 38,500 | 89 | 40,326 | 84 | 40,871 | 97 | 41,974 | 110 | 44,443 | 115 | 46,912 | 120 | 49,998 | 120 |
| Charlottesville | 44,825 | 11 | 47,445 | 9 | 51,164 | 8 | 55,443 | 8 | 59,724 | 9 | 63,549 | 10 | 68,688 | 12 |
| Chesapeake | 42,465 | 34 | 44,949 | 21 | 47,726 | 15 | 52,304 | 16 | 57,749 | 14 | 63,148 | 11 | 66,336 | 19 |
| Chesterfield | 43,800 | 14 | 45,252 | 17 | 45,252 | 49 | 48,439 | 44 | 52,425 | 42 | 56,409 | 43 | 60,394 | 48 |
| Clarke | 40,950 | 48 | 43,191 | 47 | 45,845 | 39 | 49,047 | 38 | 52,888 | 37 | 56,139 | 44 | 59,589 | 52 |
| Colonial Beach | 39,973 | 65 | 41,530 | 66 | 44,161 | 57 | 47,865 | 48 | 52,804 | 38 | 59,246 | 29 | 64,400 | 26 |
| Colonial Heights | 41,200 | 44 | 42,633 | 50 | 43,927 | 62 | 47,200 | 54 | 51,834 | 45 | 57,756 | 38 | 67,402 | 15 |
| Covington | 40,829 | 49 | 40,829 | 75 | 43,891 | 63 | 46,953 | 58 | 50,015 | 61 | 53,077 | 70 | 63,360 | 30 |
| Craig | 32,500 | 123 | 35,358 | 123 | 38,467 | 118 | 41,850 | 112 | 45,530 | 105 | 49,534 | 108 | 53,890 | 105 |
| Culpeper | 41,972 | 40 | 43,890 | 36 | 45,712 | 41 | 49,495 | 33 | 53,582 | 33 | 58,009 | 34 | 62,806 | 32 |
| Cumberland | 37,784 | 102 | 37,784 | 114 | 46,065 | 35 | 46,065 | 71 | 54,346 | 29 | 54,346 | 59 | 54,346 | 98 |
| Danville | 38,950 | 79 | 40,443 | 82 | 42,465 | 82 | 43,678 | 94 | 46,510 | 96 | 48,533 | 112 | 54,599 | 96 |
| Dickenson | 34,483 | 121 | 34,898 | 124 | 36,923 | 125 | 39,352 | 125 | 43,320 | 122 | 45,558 | 124 | 48,796 | 124 |
| Dinwiddie | 42,500 | 33 | 43,790 | 38 | 45,434 | 43 | 47,752 | 49 | 50,786 | 55 | 55,524 | 51 | 61,453 | 41 |
| Essex | 39,716 | 66 | 41,311 | 70 | 42,993 | 78 | 45,345 | 78 | 47,193 | 91 | 50,439 | 99 | 53,910 | 104 |
| Fairfax | 47,516 | 3 | 53,144 | 2 | 61,878 | 3 | 70,062 | 2 | 82,012 | 1 | 87,346 | 1 | 87,346 | 5 |
| Falls Church | | | | | | | | | | | | | | |
| Fauquier | 42,800 | 27 | 45,805 | 14 | 47,194 | 21 | 50,115 | 27 | 55,331 | 24 | 61,089 | 19 | 67,447 | 14 |

2016-17 Benchmarks by School Division - Bachelor's Degree

Table 2

| School Division | BA-No experience | | BA-5 yrs. | | BA-10 yrs. | | BA-15 yrs. | | BA-20 yrs. | | BA-25 yrs. | | BA-30 yrs. | |
|----------------------|------------------|------|-----------|------|------------|------|------------|------|------------|------|------------|------|------------|------|
| | Exp | Rank | Exp | Rank | Exp | Rank | Exp | Rank | Exp | Rank | Exp | Rank | Exp | Rank |
| Floyd | 38,569 | 88 | 39,148 | 100 | 39,954 | 109 | 40,489 | 120 | 43,024 | 124 | 47,015 | 118 | 52,519 | 113 |
| Fluvanna | 43,000 | 23 | 44,500 | 30 | 46,000 | 36 | 49,650 | 31 | 54,500 | 28 | 62,600 | 16 | 65,250 | 23 |
| Franklin City | 38,934 | 80 | 39,753 | 92 | 41,541 | 91 | 44,531 | 86 | 47,078 | 92 | 51,073 | 93 | 54,101 | 102 |
| Franklin County | 36,662 | 110 | 38,815 | 105 | 39,602 | 115 | 41,176 | 117 | 51,258 | 49 | 60,636 | 21 | 60,636 | 47 |
| Frederick | 41,310 | 43 | 45,459 | 15 | 46,842 | 27 | 50,991 | 23 | 55,140 | 26 | 57,906 | 36 | 63,438 | 28 |
| Fredericksburg | 42,157 | 36 | 44,702 | 26 | 48,101 | 13 | 54,075 | 9 | 61,079 | 8 | 69,010 | 8 | 78,280 | 7 |
| Galax | 38,300 | 96 | 39,370 | 98 | 40,983 | 95 | 42,950 | 101 | 44,919 | 111 | 48,247 | 116 | 52,204 | 115 |
| Giles | | | | | | | | | | | | | | |
| Gloucester | 40,150 | 59 | 41,590 | 63 | 43,178 | 74 | 45,380 | 77 | 48,407 | 79 | 52,149 | 78 | 57,013 | 77 |
| Goochland | 42,972 | 24 | 44,650 | 27 | 45,388 | 45 | 48,046 | 47 | 49,972 | 62 | 52,162 | 76 | 52,162 | 116 |
| Grayson | 34,596 | 120 | 36,048 | 122 | 38,136 | 121 | 40,620 | 119 | 43,884 | 120 | 47,784 | 117 | 53,616 | 107 |
| Greene | 43,052 | 21 | 45,268 | 16 | 46,859 | 26 | 49,249 | 37 | 51,759 | 46 | 53,862 | 62 | 57,176 | 75 |
| Greensville/ Emporia | | | | | | | | | | | | | | |
| Halifax | 38,847 | 82 | 38,847 | 104 | 39,201 | 117 | 40,758 | 118 | 42,907 | 125 | 46,543 | 121 | 50,486 | 118 |
| Hampton | 42,700 | 28 | 43,729 | 40 | 45,311 | 47 | 47,104 | 56 | 50,363 | 57 | 53,052 | 71 | 58,569 | 61 |
| Hanover | 43,316 | 19 | 44,615 | 28 | 45,684 | 42 | 46,953 | 58 | 49,348 | 69 | 53,305 | 67 | 58,522 | 62 |
| Harrisonburg | 43,023 | 22 | 44,948 | 22 | 46,537 | 32 | 48,694 | 42 | 51,913 | 44 | 55,401 | 52 | 63,161 | 31 |
| Henrico | 43,571 | 17 | 44,884 | 23 | 45,949 | 38 | 48,155 | 46 | 49,297 | 71 | 54,143 | 60 | 65,312 | 22 |
| Henry | 40,084 | 63 | 40,685 | 79 | 41,906 | 85 | 43,264 | 100 | 46,021 | 103 | 49,548 | 107 | 53,954 | 103 |
| Highland | 37,373 | 105 | 39,554 | 95 | 41,622 | 89 | 44,103 | 90 | 47,267 | 90 | 50,704 | 95 | 55,243 | 88 |
| Hopewell | 42,638 | 30 | 43,231 | 45 | 46,320 | 34 | 49,630 | 32 | 53,176 | 35 | 56,976 | 39 | 61,048 | 44 |
| Isle Of Wight | 40,500 | 54 | 43,504 | 42 | 47,081 | 23 | 52,318 | 15 | 57,823 | 12 | 62,782 | 14 | 66,520 | 18 |
| King and Queen | 39,230 | 73 | 41,230 | 73 | 43,376 | 72 | 45,837 | 73 | 48,558 | 76 | 51,569 | 83 | 54,902 | 94 |
| King George | 41,000 | 46 | 43,311 | 44 | 46,655 | 31 | 51,509 | 19 | 56,870 | 17 | 62,789 | 13 | 69,325 | 11 |
| King William | 43,172 | 20 | 43,823 | 37 | 45,154 | 51 | 47,457 | 51 | 52,911 | 36 | 59,864 | 28 | 63,379 | 29 |
| Lancaster | 37,864 | 100 | 40,790 | 78 | 43,943 | 61 | 47,339 | 53 | 50,997 | 53 | 54,939 | 54 | 59,185 | 58 |
| Lee | 35,250 | 117 | 36,750 | 120 | 38,000 | 123 | 39,250 | 126 | 42,000 | 126 | 47,000 | 119 | 59,850 | 51 |
| Lexington | 38,348 | 95 | 39,958 | 88 | 43,048 | 77 | 46,375 | 67 | 49,958 | 63 | 53,818 | 63 | 61,793 | 38 |
| Loudoun | 49,182 | 1 | 52,345 | 3 | 57,832 | 4 | 65,579 | 4 | 73,593 | 4 | 84,398 | 3 | 94,237 | 3 |
| Louisa | 42,836 | 26 | 44,600 | 29 | 46,832 | 28 | 51,038 | 22 | 55,592 | 22 | 59,956 | 27 | 64,908 | 25 |
| Lunenburg | 37,037 | 107 | 38,000 | 110 | 39,693 | 113 | 41,646 | 114 | 49,189 | 72 | 49,646 | 105 | 50,163 | 119 |
| Lynchburg | 38,760 | 83 | 38,964 | 103 | 40,750 | 101 | 43,450 | 98 | 47,387 | 87 | 51,682 | 81 | 56,364 | 82 |
| Madison | 41,200 | 44 | 42,376 | 56 | 43,766 | 65 | 45,959 | 72 | 48,263 | 82 | 51,168 | 91 | 55,737 | 87 |
| Manassas City | 46,078 | 7 | 51,447 | 5 | 56,142 | 5 | 62,992 | 7 | 72,561 | 5 | 83,467 | 5 | 95,897 | 2 |
| Manassas Park | 46,000 | 8 | 49,605 | 7 | 55,988 | 6 | 63,935 | 6 | 72,551 | 6 | 84,370 | 4 | 99,033 | 1 |
| Martinsville | 40,101 | 60 | 41,004 | 74 | 41,844 | 86 | 42,471 | 105 | 44,622 | 114 | 46,491 | 122 | 49,308 | 123 |
| Mathews | 39,276 | 72 | 41,279 | 71 | 43,385 | 71 | 46,278 | 68 | 50,837 | 54 | 53,730 | 64 | 56,156 | 84 |
| Mecklenburg | 36,434 | 111 | 37,891 | 112 | 40,088 | 107 | 41,186 | 116 | 43,932 | 119 | 48,325 | 115 | 52,718 | 112 |
| Middlesex | 37,753 | 103 | 39,875 | 90 | 42,117 | 84 | 44,485 | 87 | 46,986 | 93 | 49,628 | 106 | 52,418 | 114 |
| Montgomery | 36,394 | 112 | 39,439 | 97 | 42,697 | 81 | 46,223 | 69 | 50,190 | 60 | 54,603 | 58 | 59,405 | 57 |

2016-17 Benchmarks by School Division - Bachelor's Degree

Table 2

| School Division | BA-No experience | | BA-5 yrs. | | BA-10 yrs. | | BA-15 yrs. | | BA-20 yrs. | | BA-25 yrs. | | BA-30 yrs. | |
|-----------------|------------------|------|-----------|------|------------|------|------------|------|------------|------|------------|------|------------|------|
| | Exp | Rank | Exp | Rank | Exp | Rank | Exp | Rank | Exp | Rank | Exp | Rank | Exp | Rank |
| Nelson | 45,176 | 10 | 45,176 | 18 | 47,277 | 19 | 49,378 | 34 | 51,479 | 48 | 53,581 | 65 | 57,783 | 72 |
| New Kent | 39,592 | 67 | 41,406 | 69 | 43,303 | 73 | 46,649 | 62 | 50,254 | 59 | 54,138 | 61 | 58,322 | 64 |
| Newport News | 42,600 | 31 | 44,773 | 24 | 47,057 | 24 | 49,826 | 29 | 52,757 | 39 | 56,639 | 41 | 61,016 | 45 |
| Norfolk | 43,622 | 15 | 44,242 | 32 | 47,894 | 14 | 49,822 | 30 | 53,388 | 34 | 56,648 | 40 | 65,655 | 20 |
| Northampton | 35,523 | 116 | 37,147 | 117 | 38,269 | 119 | 41,226 | 115 | 44,411 | 116 | 48,436 | 114 | 52,826 | 111 |
| Northumberland | 38,205 | 98 | 40,249 | 85 | 42,828 | 80 | 45,573 | 74 | 48,493 | 78 | 51,600 | 82 | 56,404 | 81 |
| Norton | 33,629 | 122 | 37,750 | 115 | 39,755 | 110 | 42,770 | 102 | 46,333 | 101 | 50,463 | 98 | 57,268 | 74 |
| Nottoway | 40,097 | 62 | 41,512 | 67 | 44,148 | 58 | 46,784 | 61 | 49,420 | 68 | 53,571 | 66 | 57,854 | 69 |
| Orange | 39,050 | 76 | 42,211 | 58 | 45,372 | 46 | 48,533 | 43 | 51,694 | 47 | 54,855 | 56 | 58,015 | 66 |
| Page | 40,465 | 56 | 41,275 | 72 | 42,884 | 79 | 44,810 | 84 | 47,301 | 89 | 51,492 | 85 | 55,118 | 90 |
| Patrick | 36,981 | 109 | 37,145 | 118 | 38,083 | 122 | 40,281 | 122 | 44,675 | 112 | 50,167 | 102 | 56,166 | 83 |
| Petersburg | 42,677 | 29 | 43,967 | 35 | 46,665 | 30 | 48,797 | 39 | 50,271 | 58 | 52,568 | 72 | 53,356 | 109 |
| Pittsylvania | 39,563 | 69 | 40,355 | 83 | 40,803 | 100 | 41,923 | 111 | 43,269 | 123 | 44,951 | 126 | 46,857 | 126 |
| Poquoson | 40,013 | 64 | 42,538 | 51 | 43,521 | 69 | 46,104 | 70 | 47,940 | 84 | 51,405 | 86 | 54,943 | 92 |
| Portsmouth | 43,622 | 16 | 45,147 | 19 | 47,382 | 18 | 51,447 | 20 | 55,861 | 18 | 60,618 | 22 | 62,623 | 34 |
| Powhatan | 42,840 | 25 | 44,300 | 31 | 45,390 | 44 | 47,200 | 54 | 51,120 | 50 | 55,550 | 50 | 59,420 | 54 |
| Prince Edward | 38,623 | 85 | 40,530 | 81 | 40,530 | 103 | 42,124 | 109 | 44,624 | 113 | 48,493 | 113 | 53,604 | 108 |
| Prince George | | | | | | | | | | | | | | |
| Prince William | 46,923 | 5 | 50,163 | 6 | 54,449 | 7 | 64,019 | 5 | 75,109 | 3 | 80,028 | 6 | 90,776 | 4 |
| Pulaski | 38,426 | 93 | 38,991 | 102 | 40,842 | 98 | 43,369 | 99 | 46,411 | 98 | 51,807 | 79 | 57,895 | 68 |
| Radford | 38,500 | 89 | 40,802 | 76 | 42,196 | 83 | 45,144 | 81 | 48,538 | 77 | 52,193 | 75 | 61,601 | 40 |
| Rappahannock | 40,542 | 52 | 42,411 | 53 | 44,027 | 60 | 47,433 | 52 | 51,095 | 51 | 55,045 | 53 | 58,452 | 63 |
| Richmond City | 44,525 | 13 | 45,856 | 13 | 47,710 | 16 | 49,887 | 28 | 53,639 | 32 | 58,526 | 32 | 61,167 | 43 |
| Richmond County | 38,610 | 86 | 40,800 | 77 | 43,400 | 70 | 46,400 | 66 | 49,800 | 64 | 56,005 | 46 | 60,000 | 50 |
| Roanoke City | 39,287 | 71 | 42,515 | 52 | 45,799 | 40 | 50,393 | 26 | 55,854 | 19 | 60,258 | 23 | 62,597 | 35 |
| Roanoke County | 38,585 | 87 | 41,567 | 64 | 44,780 | 54 | 48,240 | 45 | 51,969 | 43 | 55,985 | 47 | 59,420 | 54 |
| Rockbridge | 38,910 | 81 | 40,148 | 86 | 41,770 | 88 | 44,911 | 82 | 48,052 | 83 | 51,194 | 89 | 54,335 | 99 |
| Rockingham | 42,100 | 37 | 43,600 | 41 | 44,100 | 59 | 45,400 | 76 | 47,442 | 86 | 50,667 | 96 | 54,223 | 101 |
| Russell | | | | | | | | | | | | | | |
| Salem | 42,000 | 38 | 44,980 | 20 | 46,670 | 29 | 50,476 | 25 | 54,001 | 30 | 57,770 | 37 | 61,710 | 39 |
| Scott | 37,285 | 106 | 37,960 | 111 | 39,320 | 116 | 45,185 | 80 | 48,750 | 74 | 52,320 | 74 | 57,095 | 76 |
| Shenandoah | 40,653 | 51 | 42,126 | 60 | 44,516 | 55 | 47,043 | 57 | 49,712 | 65 | 52,533 | 73 | 55,827 | 86 |
| Smyth | 32,300 | 124 | 33,931 | 126 | 35,396 | 126 | 39,678 | 124 | 45,028 | 110 | 50,379 | 100 | 57,723 | 73 |
| Southampton | 39,585 | 68 | 42,410 | 54 | 43,750 | 66 | 45,525 | 75 | 47,371 | 88 | 51,225 | 88 | 54,902 | 94 |
| Spotsylvania | 41,000 | 46 | 42,842 | 48 | 45,166 | 50 | 49,323 | 35 | 55,804 | 20 | 63,135 | 12 | 71,433 | 9 |
| Stafford | 42,238 | 35 | 44,139 | 34 | 47,561 | 17 | 52,805 | 13 | 59,514 | 10 | 67,170 | 9 | 75,811 | 8 |
| Staunton | 40,389 | 57 | 41,549 | 65 | 43,746 | 67 | 45,318 | 79 | 46,950 | 94 | 49,802 | 103 | 53,797 | 106 |
| Suffolk | 40,677 | 50 | 41,495 | 68 | 45,988 | 37 | 50,775 | 24 | 55,784 | 21 | 60,095 | 25 | 65,338 | 21 |
| Surry | 46,510 | 6 | 46,628 | 11 | 48,989 | 12 | 51,940 | 18 | 54,891 | 27 | 58,079 | 33 | 61,856 | 37 |
| Sussex | 40,531 | 53 | 43,778 | 39 | 44,995 | 52 | 46,635 | 64 | 49,327 | 70 | 53,243 | 68 | 57,823 | 70 |

2016-17 Benchmarks by School Division - Bachelor's Degree

Table 2

| School Division | BA-No experience | | BA-5 yrs. | | BA-10 yrs. | | BA-15 yrs. | | BA-20 yrs. | | BA-25 yrs. | | BA-30 yrs. | |
|-----------------------|------------------|------|------------------|------|------------------|------|------------------|------|------------------|------|------------------|------|------------------|------|
| | Exp | Rank | Exp | Rank | Exp | Rank | Exp | Rank | Exp | Rank | Exp | Rank | Exp | Rank |
| Tazewell | 36,365 | 114 | 36,728 | 121 | 38,263 | 120 | 40,422 | 121 | 44,094 | 117 | 54,889 | 55 | 59,571 | 53 |
| Virginia Beach | 43,559 | 18 | 44,740 | 25 | 46,905 | 25 | 52,172 | 17 | 57,440 | 16 | 62,709 | 15 | 67,976 | 13 |
| Warren | 41,875 | 41 | 43,313 | 43 | 43,789 | 64 | 46,485 | 65 | 49,484 | 67 | 53,187 | 69 | 56,888 | 78 |
| Washington | 36,376 | 113 | 39,118 | 101 | 40,833 | 99 | 43,574 | 96 | 49,502 | 66 | 55,663 | 49 | 59,093 | 60 |
| Waynesboro | 40,100 | 61 | 42,178 | 59 | 44,786 | 53 | 47,675 | 50 | 48,719 | 75 | 51,783 | 80 | 57,813 | 71 |
| Westmoreland | 39,000 | 77 | 42,014 | 61 | 45,261 | 48 | 48,759 | 41 | 52,527 | 40 | 56,587 | 42 | 60,960 | 46 |
| West Point | 44,783 | 12 | 47,433 | 10 | 50,083 | 9 | 52,733 | 14 | 55,383 | 23 | 58,643 | 31 | 62,654 | 33 |
| Williamsburg/JCC | 41,500 | 42 | 44,159 | 33 | 46,412 | 33 | 48,779 | 40 | 53,851 | 31 | 60,185 | 24 | 62,460 | 36 |
| Winchester | 40,500 | 54 | 42,660 | 49 | 43,722 | 68 | 49,255 | 36 | 52,433 | 41 | 54,761 | 57 | 59,414 | 56 |
| Wise | 34,660 | 119 | 38,199 | 108 | 39,716 | 111 | 43,782 | 93 | 48,270 | 80 | 51,184 | 90 | 54,276 | 100 |
| Wythe | 38,450 | 91 | 39,950 | 89 | 41,550 | 90 | 43,550 | 97 | 46,050 | 102 | 52,150 | 77 | 64,028 | 27 |
| York | 42,515 | 32 | 46,258 | 12 | 49,013 | 11 | 53,218 | 11 | 57,785 | 13 | 62,269 | 18 | 67,249 | 17 |
| State Averages | \$ 40,126 | | \$ 42,051 | | \$ 44,375 | | \$ 47,511 | | \$ 51,347 | | \$ 55,689 | | \$ 60,296 | |
| Maximum | 49,182 | | 54,733 | | 64,331 | | 73,841 | | 82,012 | | 87,346 | | 99,033 | |
| Minimum | 30,407 | | 33,931 | | 35,396 | | 39,250 | | 42,000 | | 44,951 | | 46,857 | |

Comments

- Staunton Salary information provided above is valid through November 30, 2016. Teachers will receive an average of 3% increase beginning in December which is not reflected in this information.
- Petersburg Data was submitted after survey collection closed. Narrative may not reflect this addition.

Table 3

Benchmark Comparisons, Master's Degree, 2015-16 to 2016-17

| | Minimum | 5 Years Previous Service | 10 Years Previous Service | 15 Years Previous Service | 20 Years Previous Service | 25 Years Previous Service | 30 Years Previous Service |
|-----------------------|----------|--------------------------------|---------------------------------|---------------------------------|---------------------------------|---------------------------------|---------------------------------|
| <i>Lowest</i> | | | | | | | |
| 2015-16 | \$32,800 | \$35,657 | \$37,263 | \$40,500 | \$43,250 | \$45,832 | \$49,514 |
| 2016-17 | 32,860 | 36,334 | 38,036 | 40,500 | 31,163 | 46,843 | 48,749 |
| Percent Increase | 0.18 | 1.90 | 2.07 | 0.00 | (27.95) | 2.21 | (1.55) % |
| <i>Highest</i> | | | | | | | |
| 2015-16 | 54,750 | 62,024 | 75,420 | 89,243 | 96,049 | 103,988 | 103,988 |
| 2016-17 | 54,952 | 62,024 | 71,516 | 89,243 | 97,730 | 103,988 | 105,033 |
| Percent Increase | 0.37 | 0.00 | (5.18) | 0.00 | 1.75 | 0.00 | 1.00 % |
| <i>Average</i> | | | | | | | |
| 2015-16 | 42,116 | 43,902 | 46,412 | 49,811 | 53,842 | 58,377 | 63,170 |
| 2016-17 | 42,798 | 44,743 | 47,083 | 50,413 | 54,194 | 58,784 | 63,624 |
| Percent Increase | 1.62 | 1.92 | 1.45 | 1.21 | 0.65 | 0.70 | 0.72 % |

* Benchmark comparisons are skewed when inaccurate data is reported or localities do not report from one year to another.

2016-17 Benchmarks by School Division - Master's Degree

Table 4

| School Division | MA-No experience | Rank | MA-5 Yrs Experience | Rank | MA-10 Yrs Experience | Rank | MA-15 Yrs Experience | Rank | MA-20 Yrs Experience | Rank | MA-25 Yrs Experience | Rank | MA-30 Yrs Experience | Rank |
|------------------|---------------------|------|------------------------|------|-------------------------|------|-------------------------|------|-------------------------|------|-------------------------|------|-------------------------|------|
| Accomack | \$ 39,722 | 104 | \$ 40,602 | 109 | \$ 43,151 | 98 | \$ 46,295 | 94 | \$ 49,616 | 89 | \$ 53,375 | 94 | \$ 57,642 | 94 |
| Albemarle | 47,615 | 10 | 49,915 | 8 | 52,215 | 9 | 56,018 | 11 | 59,820 | 17 | 64,688 | 18 | 69,555 | 18 |
| Alexandria | 54,188 | 2 | 62,024 | 1 | 71,516 | 1 | 84,937 | 2 | 95,134 | 2 | 103,988 | 1 | 103,988 | 2 |
| Alleghany | 41,441 | 81 | 41,441 | 99 | 43,037 | 101 | 45,692 | 99 | 49,013 | 96 | 52,730 | 99 | 61,233 | 62 |
| Amelia | 41,031 | 89 | 42,298 | 91 | 45,388 | 77 | 49,179 | 62 | 53,302 | 55 | 58,336 | 49 | 63,458 | 47 |
| Amherst | 41,888 | 71 | 42,715 | 82 | 43,950 | 90 | 47,315 | 83 | 50,682 | 81 | 54,047 | 86 | 57,413 | 95 |
| Appomattox | 41,600 | 76 | 42,660 | 84 | 43,020 | 102 | 44,854 | 106 | 47,606 | 107 | 52,307 | 103 | 58,156 | 91 |
| Arlington | 53,173 | 5 | 57,530 | 4 | 69,924 | 2 | 89,243 | 1 | 97,730 | 1 | 97,730 | 2 | 97,730 | 6 |
| Augusta | 42,836 | 57 | 44,886 | 58 | 47,040 | 59 | 49,302 | 61 | 51,683 | 68 | 54,183 | 84 | 57,781 | 93 |
| Bath | 37,857 | 115 | 41,109 | 107 | 44,496 | 84 | 47,882 | 76 | 51,269 | 78 | 53,978 | 88 | 58,042 | 92 |
| Bedford | 41,188 | 86 | 41,188 | 105 | 42,331 | 110 | 44,465 | 108 | 47,426 | 109 | 51,346 | 109 | 55,587 | 111 |
| Bland | | | | | | | | | | | | | | |
| Botetourt | 41,350 | 84 | 45,377 | 50 | 50,171 | 20 | 55,923 | 12 | 62,126 | 10 | 62,126 | 27 | 62,126 | 54 |
| Bristol | 38,100 | 114 | 39,849 | 115 | 41,797 | 115 | 45,950 | 97 | 52,604 | 61 | 62,159 | 26 | 62,159 | 53 |
| Brunswick | 41,060 | 87 | 42,426 | 89 | 43,800 | 94 | 45,176 | 104 | 48,078 | 105 | 58,791 | 46 | 59,354 | 80 |
| Buchanan | 32,860 | 126 | 39,276 | 119 | 42,047 | 112 | 44,595 | 107 | 47,540 | 108 | 51,128 | 112 | 63,014 | 51 |
| Buckingham | 44,021 | 46 | 44,021 | 69 | 45,116 | 78 | 46,576 | 90 | 48,402 | 100 | 59,962 | 40 | 59,962 | 77 |
| Buena Vista | 34,407 | 124 | 38,333 | 121 | 40,987 | 118 | 43,845 | 112 | 46,924 | 113 | 49,558 | 119 | 53,816 | 118 |
| Campbell | 39,608 | 105 | 41,507 | 98 | 42,471 | 109 | 43,759 | 114 | 45,715 | 121 | 48,145 | 124 | 51,485 | 124 |
| Caroline | 40,950 | 91 | 44,950 | 56 | 48,950 | 32 | 52,950 | 29 | 56,950 | 30 | 62,750 | 24 | 66,750 | 28 |
| Carroll | 40,544 | 98 | 41,174 | 106 | 43,344 | 97 | 46,858 | 87 | 49,546 | 90 | 54,712 | 77 | 60,676 | 68 |
| Charles City | 39,015 | 110 | 41,286 | 101 | 43,509 | 96 | 46,079 | 96 | 48,109 | 104 | 50,716 | 115 | 53,215 | 119 |
| Charlotte | 40,662 | 96 | 42,438 | 88 | 42,983 | 103 | 44,086 | 110 | 46,555 | 116 | 49,024 | 121 | 52,110 | 122 |
| Charlottesville | 46,941 | 12 | 49,561 | 10 | 53,280 | 8 | 57,559 | 8 | 61,840 | 11 | 65,665 | 14 | 70,804 | 14 |
| Chesapeake | 45,665 | 21 | 48,149 | 15 | 50,926 | 16 | 55,504 | 14 | 60,949 | 12 | 66,348 | 12 | 69,536 | 19 |
| Chesterfield | 45,900 | 18 | 47,514 | 24 | 47,514 | 50 | 50,861 | 43 | 55,046 | 41 | 59,229 | 44 | 63,414 | 48 |
| Clarke | 44,900 | 36 | 47,441 | 26 | 50,095 | 21 | 53,297 | 28 | 57,138 | 29 | 60,389 | 39 | 63,839 | 44 |
| Colonial Beach | 42,479 | 62 | 44,035 | 68 | 46,666 | 61 | 50,370 | 47 | 55,309 | 40 | 61,751 | 32 | 66,905 | 27 |
| Colonial Heights | 42,700 | 61 | 44,133 | 66 | 45,427 | 76 | 48,720 | 68 | 53,334 | 53 | 59,256 | 43 | 68,902 | 21 |
| Covington | 44,092 | 43 | 44,092 | 67 | 47,154 | 58 | 50,216 | 49 | 53,278 | 56 | 56,340 | 63 | 66,623 | 29 |
| Craig | 34,000 | 125 | 36,858 | 124 | 39,967 | 123 | 43,350 | 119 | 47,030 | 112 | 51,034 | 113 | 55,390 | 113 |
| Culpeper | 43,972 | 47 | 45,981 | 40 | 47,890 | 45 | 51,853 | 37 | 56,135 | 37 | 60,773 | 36 | 65,799 | 33 |
| Cumberland | 39,784 | 102 | 39,784 | 116 | 43,924 | 91 | 48,065 | 72 | 56,346 | 34 | 56,346 | 62 | 56,346 | 103 |
| Danville | 41,575 | 78 | 43,068 | 78 | 45,090 | 79 | 46,303 | 93 | 49,135 | 94 | 51,158 | 111 | 57,224 | 97 |
| Dickenson | 35,919 | 121 | 36,334 | 126 | 38,359 | 125 | 40,787 | 125 | 43,756 | 124 | 46,991 | 125 | 50,232 | 125 |
| Dinwiddie | 44,401 | 39 | 45,691 | 48 | 47,335 | 53 | 49,653 | 56 | 52,687 | 60 | 57,425 | 55 | 63,354 | 50 |
| Essex | 41,716 | 75 | 43,311 | 77 | 44,993 | 80 | 47,345 | 82 | 49,193 | 93 | 52,439 | 101 | 55,910 | 107 |
| Fairfax | 53,384 | 4 | 59,358 | 2 | 69,788 | 3 | 80,876 | 3 | 90,108 | 3 | 95,160 | 3 | 98,769 | 5 |
| Falls Church | | | | | | | | | | | | | | |
| Fauquier | 44,920 | 33 | 47,737 | 21 | 49,555 | 27 | 52,467 | 32 | 57,644 | 25 | 63,456 | 19 | 70,062 | 16 |

2016-17 Benchmarks by School Division - Master's Degree

Table 4

| School Division | MA-No experience | Rank | MA-5 Yrs Experience | Rank | MA-10 Yrs Experience | Rank | MA-15 Yrs Experience | Rank | MA-20 Yrs Experience | Rank | MA-25 Yrs Experience | Rank | MA-30 Yrs Experience | Rank |
|----------------------|---------------------|------|------------------------|------|-------------------------|------|-------------------------|------|-------------------------|------|-------------------------|------|-------------------------|------|
| Floyd | 41,746 | 74 | 42,324 | 90 | 43,131 | 99 | 43,665 | 117 | 46,200 | 118 | 50,191 | 117 | 55,695 | 109 |
| Fluvanna | 45,150 | 29 | 46,650 | 35 | 48,250 | 39 | 51,800 | 38 | 56,650 | 32 | 64,750 | 17 | 67,400 | 25 |
| Franklin City | 40,934 | 92 | 41,753 | 97 | 43,541 | 95 | 46,531 | 91 | 49,078 | 95 | 53,073 | 97 | 56,101 | 104 |
| Franklin County | 39,162 | 109 | 41,315 | 100 | 42,102 | 111 | 43,676 | 116 | 53,758 | 49 | 63,386 | 20 | 63,386 | 49 |
| Frederick | 45,419 | 24 | 49,568 | 9 | 50,951 | 15 | 55,100 | 16 | 59,249 | 19 | 62,015 | 28 | 67,547 | 24 |
| Fredericksburg | 44,907 | 34 | 47,452 | 25 | 50,851 | 17 | 56,825 | 10 | 63,829 | 9 | 71,760 | 8 | 81,030 | 8 |
| Galax | 41,560 | 79 | 42,630 | 85 | 44,243 | 85 | 46,210 | 95 | 48,179 | 102 | 51,507 | 108 | 55,464 | 112 |
| Giles | | | | | | | | | | | | | | |
| Gloucester | 44,268 | 40 | 45,708 | 46 | 47,296 | 54 | 49,498 | 59 | 52,525 | 62 | 56,267 | 64 | 61,131 | 64 |
| Goochland | 44,905 | 35 | 46,659 | 34 | 47,430 | 51 | 50,208 | 51 | 52,220 | 64 | 54,509 | 79 | 54,509 | 116 |
| Grayson | 36,600 | 119 | 38,052 | 122 | 40,140 | 121 | 42,624 | 121 | 45,888 | 119 | 49,788 | 118 | 55,620 | 110 |
| Greene | 45,052 | 31 | 47,268 | 28 | 48,859 | 34 | 51,249 | 40 | 53,759 | 48 | 55,862 | 68 | 59,176 | 81 |
| Greensville/ Emporia | | | | | | | | | | | | | | |
| Halifax | 41,033 | 88 | 41,033 | 108 | 41,387 | 116 | 42,944 | 120 | 45,093 | 123 | 48,729 | 122 | 52,672 | 120 |
| Hampton | 45,300 | 26 | 46,682 | 33 | 48,264 | 38 | 50,056 | 53 | 53,317 | 54 | 56,005 | 67 | 61,522 | 59 |
| Hanover | 45,915 | 17 | 47,292 | 27 | 48,425 | 35 | 49,770 | 55 | 52,309 | 63 | 56,502 | 61 | 62,034 | 56 |
| Harrisonburg | 45,723 | 20 | 47,648 | 22 | 49,237 | 29 | 51,394 | 39 | 54,613 | 43 | 58,101 | 51 | 65,861 | 32 |
| Henrico | 45,662 | 22 | 47,039 | 30 | 48,155 | 40 | 50,466 | 46 | 51,663 | 69 | 56,742 | 59 | 68,447 | 22 |
| Henry | 42,184 | 66 | 42,785 | 81 | 44,006 | 89 | 45,364 | 102 | 48,121 | 103 | 51,648 | 106 | 56,054 | 105 |
| Highland | 40,373 | 99 | 42,554 | 86 | 44,622 | 83 | 47,103 | 86 | 50,267 | 87 | 53,704 | 90 | 58,243 | 89 |
| Hopewell | 45,288 | 28 | 45,881 | 43 | 48,970 | 31 | 52,280 | 34 | 55,826 | 38 | 59,626 | 42 | 63,698 | 45 |
| Isle Of Wight | 43,250 | 54 | 46,254 | 38 | 49,831 | 26 | 55,068 | 17 | 60,573 | 15 | 65,532 | 15 | 69,270 | 20 |
| King and Queen | 41,362 | 83 | 43,362 | 76 | 45,508 | 74 | 47,969 | 73 | 50,690 | 80 | 53,701 | 91 | 57,034 | 98 |
| King George | 43,870 | 49 | 46,343 | 37 | 49,921 | 23 | 55,115 | 15 | 60,851 | 13 | 67,184 | 11 | 74,178 | 11 |
| King William | 45,292 | 27 | 45,943 | 41 | 47,274 | 55 | 49,577 | 57 | 55,031 | 42 | 61,984 | 29 | 65,499 | 35 |
| Lancaster | 39,964 | 101 | 42,890 | 80 | 46,043 | 67 | 47,439 | 81 | 53,097 | 57 | 57,039 | 57 | 61,285 | 61 |
| Lee | 36,500 | 120 | 38,000 | 123 | 39,250 | 124 | 40,500 | 126 | 43,250 | 125 | 48,250 | 123 | 61,100 | 65 |
| Lexington | 42,154 | 67 | 43,755 | 73 | 46,845 | 60 | 50,172 | 52 | 53,755 | 50 | 57,615 | 53 | 65,590 | 34 |
| Loudoun | 54,952 | 1 | 58,114 | 3 | 63,601 | 4 | 71,349 | 4 | 79,363 | 5 | 90,168 | 5 | 100,199 | 4 |
| Louisa | 45,146 | 30 | 46,910 | 31 | 49,142 | 30 | 53,348 | 26 | 57,902 | 23 | 62,266 | 25 | 67,218 | 26 |
| Lunenburg | 39,237 | 107 | 40,200 | 112 | 41,893 | 114 | 43,846 | 111 | 51,389 | 75 | 51,845 | 105 | 52,363 | 121 |
| Lynchburg | 42,020 | 70 | 42,224 | 95 | 44,010 | 88 | 46,710 | 89 | 50,647 | 83 | 54,942 | 76 | 59,644 | 78 |
| Madison | 44,100 | 42 | 45,376 | 51 | 46,666 | 61 | 48,859 | 65 | 31,163 | 126 | 54,068 | 85 | 58,637 | 86 |
| Manassas City | 51,578 | 7 | 56,947 | 5 | 61,642 | 6 | 68,492 | 7 | 78,061 | 7 | 88,967 | 6 | 101,397 | 3 |
| Manassas Park | 54,000 | 3 | 55,605 | 7 | 61,988 | 5 | 69,935 | 5 | 78,551 | 6 | 90,370 | 4 | 105,033 | 1 |
| Martinsville | 42,888 | 56 | 43,791 | 71 | 44,631 | 82 | 45,258 | 103 | 47,409 | 110 | 49,278 | 120 | 52,095 | 123 |
| Mathews | 41,776 | 72 | 43,779 | 72 | 45,885 | 71 | 48,778 | 67 | 53,337 | 52 | 56,230 | 65 | 58,656 | 85 |
| Mecklenburg | 38,834 | 111 | 40,291 | 111 | 42,488 | 108 | 43,586 | 118 | 46,332 | 117 | 50,725 | 114 | 55,118 | 114 |
| Middlesex | 39,753 | 103 | 41,875 | 96 | 44,117 | 86 | 46,485 | 92 | 48,986 | 97 | 51,628 | 107 | 54,418 | 117 |
| Montgomery | 37,427 | 118 | 40,558 | 110 | 43,908 | 92 | 47,535 | 79 | 51,461 | 74 | 55,712 | 71 | 60,433 | 71 |

2016-17 Benchmarks by School Division - Master's Degree

Table 4

| School Division | MA-No experience | Rank | MA-5 Yrs Experience | Rank | MA-10 Yrs Experience | Rank | MA-15 Yrs Experience | Rank | MA-20 Yrs Experience | Rank | MA-25 Yrs Experience | Rank | MA-30 Yrs Experience | Rank |
|-----------------|---------------------|------|------------------------|------|-------------------------|------|-------------------------|------|-------------------------|------|-------------------------|------|-------------------------|------|
| Nelson | 47,803 | 9 | 47,803 | 19 | 49,904 | 24 | 52,005 | 35 | 54,106 | 47 | 56,208 | 66 | 60,410 | 72 |
| New Kent | 42,363 | 64 | 44,177 | 65 | 46,074 | 66 | 49,420 | 60 | 53,025 | 58 | 56,909 | 58 | 61,093 | 66 |
| Newport News | 45,582 | 23 | 47,907 | 18 | 50,351 | 19 | 53,313 | 27 | 56,450 | 33 | 60,603 | 37 | 65,287 | 36 |
| Norfolk | 47,105 | 11 | 47,774 | 20 | 51,716 | 12 | 53,814 | 23 | 57,654 | 24 | 61,169 | 34 | 70,913 | 13 |
| Northampton | 37,656 | 117 | 39,376 | 117 | 40,563 | 119 | 43,700 | 115 | 47,077 | 111 | 51,342 | 110 | 55,996 | 106 |
| Northumberland | 40,205 | 100 | 42,249 | 92 | 44,828 | 81 | 47,573 | 78 | 50,493 | 84 | 53,600 | 92 | 58,404 | 87 |
| Norton | 35,787 | 122 | 39,908 | 114 | 41,913 | 113 | 44,928 | 105 | 48,491 | 99 | 52,621 | 100 | 59,426 | 79 |
| Nottoway | 42,297 | 65 | 43,712 | 74 | 46,348 | 64 | 48,984 | 63 | 51,620 | 70 | 55,771 | 69 | 60,054 | 75 |
| Orange | 41,750 | 73 | 44,911 | 57 | 48,072 | 42 | 51,233 | 41 | 54,394 | 45 | 57,555 | 54 | 60,715 | 67 |
| Page | 43,566 | 53 | 44,390 | 63 | 46,000 | 68 | 47,924 | 74 | 50,427 | 85 | 54,607 | 78 | 58,232 | 90 |
| Patrick | 39,212 | 108 | 39,376 | 117 | 40,314 | 120 | 42,512 | 122 | 46,906 | 114 | 52,398 | 102 | 58,397 | 88 |
| Petersburg | 43,877 | 48 | 45,167 | 54 | 47,865 | 46 | 49,997 | 54 | 51,471 | 73 | 53,768 | 89 | 54,556 | 115 |
| Pittsylvania | 41,455 | 80 | 42,247 | 93 | 42,695 | 106 | 43,815 | 113 | 45,151 | 122 | 46,843 | 126 | 48,749 | 126 |
| Poquoson | 42,738 | 60 | 45,263 | 53 | 46,246 | 65 | 48,829 | 66 | 50,665 | 82 | 55,032 | 75 | 60,518 | 69 |
| Portsmouth | 44,122 | 41 | 47,647 | 23 | 49,882 | 25 | 53,947 | 22 | 58,361 | 21 | 63,118 | 21 | 65,123 | 39 |
| Powhatan | 44,982 | 32 | 46,515 | 36 | 47,660 | 48 | 49,560 | 58 | 53,676 | 51 | 58,328 | 50 | 62,391 | 52 |
| Prince Edward | 40,783 | 93 | 42,690 | 83 | 42,690 | 107 | 44,284 | 109 | 46,784 | 115 | 50,653 | 116 | 55,764 | 108 |
| Prince George | | | | | | | | | | | | | | |
| Prince William | 52,552 | 6 | 55,792 | 6 | 60,077 | 7 | 69,648 | 6 | 80,738 | 4 | 85,657 | 7 | 96,405 | 7 |
| Pulaski | 40,624 | 97 | 41,189 | 104 | 43,040 | 100 | 45,567 | 101 | 48,609 | 98 | 54,005 | 87 | 60,093 | 74 |
| Radford | 42,074 | 69 | 44,376 | 64 | 45,770 | 72 | 48,718 | 69 | 52,112 | 65 | 55,767 | 70 | 65,175 | 37 |
| Rappahannock | 44,042 | 45 | 45,911 | 42 | 47,527 | 49 | 50,933 | 42 | 54,595 | 44 | 58,545 | 47 | 61,952 | 57 |
| Richmond City | 46,751 | 14 | 48,148 | 16 | 50,095 | 21 | 52,381 | 33 | 56,321 | 35 | 61,452 | 33 | 64,225 | 42 |
| Richmond County | 40,710 | 95 | 42,900 | 79 | 45,500 | 75 | 48,500 | 71 | 51,900 | 66 | 57,220 | 56 | 62,100 | 55 |
| Roanoke City | 41,419 | 82 | 44,823 | 59 | 48,104 | 41 | 52,753 | 31 | 57,294 | 28 | 61,834 | 31 | 65,143 | 38 |
| Roanoke County | 40,985 | 90 | 43,967 | 70 | 47,180 | 57 | 50,640 | 44 | 54,369 | 46 | 58,385 | 48 | 61,820 | 58 |
| Rockbridge | 41,225 | 85 | 42,463 | 87 | 44,085 | 87 | 47,226 | 85 | 50,367 | 86 | 53,509 | 93 | 56,650 | 101 |
| Rockingham | 44,585 | 38 | 46,085 | 39 | 46,585 | 63 | 47,885 | 75 | 49,927 | 88 | 53,152 | 96 | 56,708 | 100 |
| Russell | | | | | | | | | | | | | | |
| Salem | 45,776 | 19 | 48,774 | 13 | 50,556 | 18 | 54,460 | 20 | 58,091 | 22 | 61,974 | 30 | 66,035 | 31 |
| Scott | 39,345 | 106 | 40,020 | 113 | 41,380 | 117 | 47,245 | 84 | 50,810 | 79 | 54,380 | 82 | 59,155 | 82 |
| Shenandoah | 43,824 | 51 | 45,297 | 52 | 47,687 | 47 | 50,214 | 50 | 52,883 | 59 | 55,704 | 72 | 58,998 | 84 |
| Smyth | 34,940 | 123 | 36,571 | 125 | 38,036 | 126 | 42,318 | 123 | 47,668 | 106 | 53,019 | 98 | 60,363 | 73 |
| Southampton | 41,585 | 77 | 44,410 | 62 | 45,750 | 73 | 47,525 | 80 | 49,371 | 91 | 53,225 | 95 | 56,902 | 99 |
| Spotsylvania | 43,870 | 49 | 45,839 | 44 | 48,327 | 37 | 52,775 | 30 | 59,709 | 18 | 67,557 | 10 | 76,433 | 10 |
| Stafford | 46,618 | 15 | 48,519 | 14 | 51,941 | 11 | 57,185 | 9 | 63,894 | 8 | 71,550 | 9 | 80,191 | 9 |
| Staunton | 42,408 | 63 | 43,627 | 75 | 45,934 | 70 | 47,586 | 77 | 49,298 | 92 | 52,291 | 104 | 56,487 | 102 |
| Suffolk | 43,621 | 52 | 44,439 | 61 | 48,932 | 33 | 53,719 | 24 | 58,728 | 20 | 63,039 | 22 | 68,282 | 23 |
| Surry | 49,010 | 8 | 49,128 | 12 | 51,489 | 14 | 54,440 | 21 | 57,391 | 26 | 60,579 | 38 | 64,356 | 41 |
| Sussex | 42,756 | 58 | 45,711 | 45 | 47,220 | 56 | 48,860 | 64 | 51,552 | 72 | 55,468 | 73 | 60,048 | 76 |

2016-17 Benchmarks by School Division - Master's Degree

Table 4

| School Division | MA-No experience | Rank | MA-5 Yrs Experience | Rank | MA-10 Yrs Experience | Rank | MA-15 Yrs Experience | Rank | MA-20 Yrs Experience | Rank | MA-25 Yrs Experience | Rank | MA-30 Yrs Experience | Rank |
|-----------------------|---------------------|------|------------------------|------|-------------------------|------|-------------------------|------|-------------------------|------|-------------------------|------|-------------------------|------|
| Tazewell | 38,154 | 113 | 38,517 | 120 | 40,052 | 122 | 42,211 | 124 | 45,883 | 120 | 56,678 | 60 | 61,360 | 60 |
| Virginia Beach | 46,059 | 16 | 47,240 | 29 | 49,405 | 28 | 54,672 | 19 | 59,940 | 16 | 65,209 | 16 | 70,476 | 15 |
| Warren | 44,080 | 44 | 45,518 | 49 | 45,994 | 69 | 48,690 | 70 | 51,689 | 67 | 55,392 | 74 | 59,093 | 83 |
| Washington | 38,461 | 112 | 41,203 | 102 | 42,918 | 104 | 45,659 | 100 | 51,587 | 71 | 57,748 | 52 | 61,178 | 63 |
| Waynesboro | 42,743 | 59 | 44,821 | 60 | 47,429 | 52 | 50,318 | 48 | 51,362 | 76 | 54,426 | 80 | 60,456 | 70 |
| Westmoreland | 42,150 | 68 | 45,164 | 55 | 48,411 | 36 | 51,909 | 36 | 55,677 | 39 | 59,737 | 41 | 64,110 | 43 |
| West Point | 46,783 | 13 | 49,433 | 11 | 52,083 | 10 | 54,733 | 18 | 57,383 | 27 | 61,033 | 35 | 64,654 | 40 |
| Williamsburg/JCC | 42,953 | 55 | 45,705 | 47 | 48,036 | 43 | 50,487 | 45 | 56,285 | 36 | 62,905 | 23 | 69,617 | 17 |
| Winchester | 44,730 | 37 | 46,890 | 32 | 47,952 | 44 | 53,485 | 25 | 56,663 | 31 | 58,991 | 45 | 63,644 | 46 |
| Wise | 37,660 | 116 | 41,199 | 103 | 42,716 | 105 | 46,782 | 88 | 51,270 | 77 | 54,184 | 83 | 57,276 | 96 |
| Wythe | 40,726 | 94 | 42,226 | 94 | 43,826 | 93 | 45,826 | 98 | 48,326 | 101 | 54,426 | 80 | 66,304 | 30 |
| York | 45,356 | 25 | 48,048 | 17 | 51,604 | 13 | 55,809 | 13 | 60,848 | 14 | 65,951 | 13 | 71,750 | 12 |
| State Averages | \$ 42,798 | | \$ 44,743 | | \$ 47,083 | | \$ 50,413 | | \$ 54,194 | | \$ 58,784 | | \$ 63,624 | |
| Maximum | 54,952 | | 62,024 | | 71,516 | | 89,243 | | 97,730 | | 103,988 | | 105,033 | |
| Minimum | 32,860 | | 36,334 | | 38,036 | | 40,500 | | 31,163 | | 46,843 | | 48,749 | |

Comments

Staunton

Salary information provided above is valid through November 30, 2016. Teachers will receive an average of 3% increase beginning in December which is not reflected in this information.

Sussex

Offers two different rates for master's degrees, a 2014 rate (\$4,450) and a 2015 rate (\$2,225). The above salaries reflect 2015 rate of \$2,225.

Petersburg

Data was submitted after survey collection closed. Narrative may not reflect this addition.

Bus Drivers - Hourly Rates

Table 5

| School Division | With No Driving Experience | With 10 Years' Experience | With 30 Years' Experience | Comments |
|-----------------|----------------------------|---------------------------|---------------------------|--|
| Accomack | \$ 4.35 | \$ - | \$ 7.99 | No 10-year drivers. |
| Albemarle | 12.21 | - | - | For a full-time bus driver, the hourly rate varies from \$12.21 to \$19.92 depending on a variety of factors: years of relevant experience/education, job performance & internal equity. |
| Alexandria | 17.77 | 23.18 | 29.66 | |
| Alleghany | 17.51 | 17.51 | 17.51 | All bus drivers are full-time and paid for 6 hours/day for 181 days even if actual daily times are less. There is no differentiation based on experience. |
| Amelia | - | - | - | Annual contract rates: \$12,641, \$15,871, \$17,180, respectively. |
| Amherst | 11.45 | 12.64 | 15.41 | |
| Appomattox | 13.99 | 14.61 | 16.79 | |
| Arlington | 18.79 | 27.86 | 30.97 | Van drivers start at \$16.55/hour. |
| Augusta | - | - | - | Annual rates: \$11,260 for no experience, \$13,391 with 10 years. Scale goes to step 20 with a rate of \$16,324. |
| Bath | 22.73 | 26.35 | 34.80 | Hourly rates assume 4-hour workday for 181 days. |
| Bedford | 13.51 | 17.29 | 25.67 | |
| Bland | | | | |
| Botetourt | 12.98 | 16.22 | 26.57 | Any hours over 4-hour contract are paid at \$10/hour. |
| Bristol | 13.37 | 13.37 | 13.37 | Tier I - \$13.37 (3 hours/day; student days only) Tier II - \$13.63 (30-35 hours/week; student days only) SNB - \$12.60 (35-39 hours/week; year-round) |
| Brunswick | - | - | - | Bus drivers are paid a daily rate based on experience: \$43.38, \$53.40, \$67.69, respectively. |
| Buchanan | 16.61 | 25.34 | 28.83 | |
| Buckingham | 23.18 | 23.45 | 25.57 | |
| Buena Vista | 17.55 | 17.82 | 18.35 | |
| Campbell | 8.66 | 12.18 | 32.34 | |
| Caroline | 10.64 | 13.59 | 22.03 | |
| Carroll | 23.86 | 24.69 | 26.37 | Bus drivers are contracted for 3 hours/day for 181 days. |
| Charles City | - | - | - | Annual rates: \$7,500, \$9,229, \$14,329, respectively. |
| Charlotte | 20.57 | 20.57 | 23.01 | |
| Charlottesville | - | - | - | Bus drivers are contracted through city transportation. |
| Chesapeake | 12.72 | 16.28 | - | |
| Chesterfield | 13.45 | 14.86 | 16.83 | Averages are displayed. Experience is used as well as other factors for salary purposes. |
| Clarke | 10.66 | 19.37 | - | |

Bus Drivers - Hourly Rates

Table 5

| School Division | With No Driving Experience | With 10 Years' Experience | With 30 Years' Experience | Comments |
|------------------|----------------------------|---------------------------|---------------------------|---|
| Colonial Beach | - | - | - | Bus drivers are paid based on the length of their route. In-town routes pay a rate of \$80 per day. Out-of-town routes pay a rate of \$90 per day. |
| Colonial Heights | 11.74 | 15.78 | 21.00 | |
| Covington | - | - | - | Bus driver salaries now include custodial duties. Salary scales currently under revision. No bus driver currently with these years of experience. |
| Craig | - | - | - | Bus drivers paid an annual salary based on experience; \$14,084, \$15,450, \$18,800, respectively. These are considered full-time positions and are eligible for benefits. |
| Culpeper | 15.07 | 17.48 | 23.55 | |
| Cumberland | 18.25 | 18.25 | 19.50 | |
| Danville | 11.97 | 12.96 | 20.22 | |
| Dickenson | 12.13 | 13.24 | 13.92 | |
| Dinwiddie | 13.33 | 14.43 | 20.57 | Rates are based on full-time scale. |
| Essex | - | - | - | Bus drivers paid annual contract \$15,359. \$13.11 per hour for car/van drivers. |
| Fairfax | 18.82 | 27.89 | 33.15 | Transportation Van Drivers: \$16.04, \$23.12, \$28.31, respectively. |
| Falls Church | | | | |
| Fauquier | 13.98 | 17.69 | 21.40 | |
| Floyd | - | - | - | Bus drivers are paid an annual salary based on route (short, regular or long) and years of experience from a salary scale. Approximate breakdown of drivers by route type: short - 15%, regular - 30%, long - 55%. Based on 180 days, starting annual salaries with no experience (step 0) for each grade are: short - \$8,694, regular - \$9,155, long - \$10,160. At step 10, short - \$9,144, regular - \$9,630, long - \$10,695. At step 30, short - \$12,624, regular - \$13,274, long - \$14,732. |
| Fluvanna | 16.63 | 18.48 | 22.70 | |
| Franklin City | 12.75 | 17.42 | 22.08 | |
| Franklin County | - | - | - | Rates vary based on route. \$53.28 per day (morning and evening run) as a substitute driver; \$76.25 per day (morning and evening run) as a contract driver (3-step and 5-class scale, class is based on miles (40%) and time (60%)). |
| Frederick | 11.95 | 13.85 | 22.91 | |
| Fredericksburg | 15.24 | 17.55 | 24.90 | |
| Galax | 9.00 | 9.00 | 9.00 | Approved rates for activity drivers. |
| Giles | | | | |

Bus Drivers - Hourly Rates

Table 5

| School Division | With No Driving Experience | With 10 Years' Experience | With 30 Years' Experience | Comments |
|----------------------|----------------------------|---------------------------|---------------------------|--|
| Gloucester | 14.07 | - | - | No additional information given. |
| Goochland | 18.71 | 22.27 | 23.12 | |
| Grayson | - | - | - | Bus drivers are paid annual rate of \$13,110. Part-time hourly drivers are paid \$8.64 per hour. |
| Greene | 14.78 | 16.52 | 22.14 | Bus drivers are not paid by the hour, but by contracted salary for each year based on 3.5 hours a day. |
| Greensville/ Emporia | | | | |
| Halifax | - | - | - | Bus drivers are paid a daily rate and hours vary, with an average of 2 hours per day. |
| Hampton | - | - | - | There is a salary range for bus drivers and new hires are placed within the range based on related experience. |
| Hanover | 14.36 | - | 25.28 | Minimum and maximum rates given. No set salary schedule for drivers. Compensation rates are set to be externally competitive and internally equitable. |
| Harrisonburg | - | - | - | Bus drivers are employees of the City of Harrisonburg, not the school system. |
| Henrico | 12.60 | - | 22.64 | The minimum and maximum of the salary range are provided. |
| Henry | 21.41 | 21.41 | 21.41 | Bus drivers are paid a daily rate of \$85.62 for a 4-hour schedule. |
| Highland | - | - | - | Annual rates: \$14,039, \$15,817, \$19,107, respectively. |
| Hopewell | 12.65 | 15.41 | 25.25 | Van drivers are paid less than bus drivers. SpEd drivers are also paid a \$.50 differential. |
| Isle Of Wight | 11.85 | - | - | No scale in place. Compensation is determined on a case-by-case basis. |
| King and Queen | - | - | - | Bus drivers are paid an annual amount. There is no current scale; however, new hires are assigned salary commensurate w/years of experience for current drivers. Car drivers are paid daily rates depending on distance \$50/\$70. |
| King George | 14.38 | 16.36 | 24.31 | |
| King William | - | - | - | Do not pay hourly rates due to variation in routes. |
| Lancaster | 19.41 | 19.41 | 19.41 | Bus drivers are paid a daily rate of \$77.63. |
| Lee | 11.27 | 15.48 | 21.51 | |
| Lexington | - | - | - | School division does not have a bus system. |
| Loudoun | 18.10 | 21.80 | 34.18 | Lead bus driver rates: \$20.62, \$24.84, \$39.16, respectively. |
| Louisa | - | - | - | Presently conducting salary study for this position. Information not available at this time. |
| Lunenburg | - | - | - | Bus drivers are paid by the day or run rather than the hour. Daily rates: \$50.30, \$61.54, \$72.66, respectively. |

Bus Drivers - Hourly Rates

Table 5

| School Division | With No Driving Experience | With 10 Years' Experience | With 30 Years' Experience | Comments |
|-----------------|----------------------------|---------------------------|---------------------------|---|
| Lynchburg | 10.56 | 11.45 | 17.11 | Working to make the steps more in line with actual driving experience. Budget constraints prevented the proposed adjustment. |
| Madison | 11.76 | 13.42 | 20.31 | |
| Manassas City | 18.63 | 23.49 | - | |
| Manassas Park | 17.66 | 19.94 | 30.86 | |
| Martinsville | - | - | - | Part-time bus drivers are paid at a daily rate of \$68.93. |
| Mathews | 10.47 | 13.08 | 24.54 | |
| Mecklenburg | - | - | - | All drivers are paid a daily rate of \$67.56 regardless of route or experience. |
| Middlesex | 12.36 | 13.78 | 17.15 | |
| Montgomery | 15.80 | 19.83 | 27.24 | Scale is 0 - 24. |
| Nelson | 11.61 | 12.02 | 14.77 | |
| New Kent | 15.66 | 17.96 | 26.60 | Car rates: \$12.00, \$13.93, \$16.16, respectively. No van rates. |
| Newport News | 13.86 | - | - | Bus drivers begin at the minimum starting pay and receive the annual percentage increase. |
| Norfolk | 13.02 | 14.01 | 16.73 | |
| Northampton | 13.48 | 14.50 | 20.02 | |
| Northumberland | 19.12 | 20.22 | 20.89 | Additional trips are paid on a daily rate by run. |
| Norton | - | - | - | No formal salary scale adopted for bus drivers. |
| Nottoway | 15.10 | 17.16 | 22.24 | Drivers are paid under contract, regardless of how many hours per day they work. An arbitrary figure of 4 hours/day was used for calculation. |
| Orange | - | - | - | Drivers are paid based on the route driven, there are several different salaries based on regular run or head start. |
| Page | 16.95 | 17.28 | 19.20 | Drivers are on a 182-day contract at an average of 4 hours daily. |
| Patrick | 12.59 | 13.41 | 18.02 | |
| Petersburg | 12.31 | 14.71 | 19.80 | |
| Pittsylvania | 21.31 | 22.62 | 23.50 | Hourly rates are estimated based on daily rates provided by division (\$63.92, \$67.85, \$70.51, respectively). Drivers work 3 hours/day. |
| Poquoson | 11.45 | 13.32 | 18.72 | Rate is per run, not hourly. |
| Portsmouth | 12.17 | 14.58 | 18.19 | Year for year credit if experience is from a school division. If experience is not from a school division, will give 1 year credit for every 2 years of experience. |
| Powhatan | 16.40 | 17.87 | 22.61 | |
| Prince Edward | - | - | - | Daily rates for bus drivers: \$68.40, \$68.40, \$82.84, respectively. Hourly rates for van drivers: \$12.08, \$12.08, \$13.01, respectively. |

Bus Drivers - Hourly Rates

Table 5

| School Division | With No Driving Experience | With 10 Years' Experience | With 30 Years' Experience | Comments |
|-----------------|----------------------------|---------------------------|---------------------------|---|
| Prince George | | | | |
| Prince William | 16.18 | 19.78 | 30.37 | |
| Pulaski | 17.99 | 20.72 | 20.72 | |
| Radford | 19.11 | 19.11 | 19.11 | No scale for bus drivers. It has been this way for a long time. |
| Rappahannock | 19.55 | 19.94 | 20.74 | |
| Richmond City | 13.01 | - | - | Bus operators start off as substitutes and then hired as contract employees. Pay increases for current employees are based on School Board approval. Support received an increase of 1.167% effective July 1, 2016. |
| Richmond County | - | - | - | Bus drivers are paid \$25.00/hour for a minimum of three hours, then \$15.00/hour for each additional hour (after the first three). |
| Roanoke City | - | - | - | No response to these questions. |
| Roanoke County | 16.08 | 17.59 | 26.72 | Based on a recent market study for salaries, new hires will be placed within the range based on experience of other drivers in our division. |
| Rockbridge | - | - | - | Rates based on route driven. |
| Rockingham | 16.32 | 17.69 | 23.94 | Based on 183 days at 3.5 hours per day. |
| Russell | | | | |
| Salem | - | - | - | Years of experience and other factors including education and other, outside experience are used to determine hourly amounts for driver compensation. |
| Scott | - | - | - | Bus drivers paid based on experience, it is a daily rate of pay with beginning rate of \$73.74 and a top rate of \$82.42. |
| Shenandoah | 25.15 | 25.51 | 26.23 | Drivers' routes range from 3 hours to 5+ hours per day for 180 days. |
| Smyth | 16.79 | 19.30 | 21.48 | |
| Southampton | - | - | - | Bus drivers are paid an annual salary starting at \$5,950. |
| Spotsylvania | 15.60 | 19.27 | 24.89 | At this time, all new hire bus drivers are placed on step 0 regardless of experience. |
| Stafford | 13.69 | 17.96 | 29.00 | |
| Staunton | 14.00 | 15.47 | 16.91 | Scale tops out at 19 years. |
| Suffolk | 11.71 | 13.23 | 17.79 | |
| Surry | - | - | - | Bus drivers are salaried employees with annual rates \$12,619, \$12,972, \$16,527, respectively. |
| Sussex | 17.45 | 20.77 | 26.43 | |
| Tazewell | 13.82 | 16.15 | 19.82 | |

Bus Drivers - Hourly Rates

Table 5

| School Division | With No Driving Experience | With 10 Years' Experience | With 30 Years' Experience | Comments |
|------------------|----------------------------|---------------------------|---------------------------|---|
| Virginia Beach | 13.53 | 14.63 | 20.32 | Employees compensated based on job-related experience; however, due to compression in scales, salary placement of current employees with the same years of experience is also reviewed to determine the salary offer. The hourly rates given are for both bus drivers and distribution drivers who operate out of the division's warehouse. |
| Warren | 13.38 | 16.65 | 20.91 | Steps |
| Washington | 17.37 | 18.90 | 24.43 | |
| Waynesboro | 13.00 | 15.85 | 19.32 | |
| Westmoreland | - | - | - | All bus drivers receive the same daily rate (\$75.19), regardless of years of experience. |
| West Point | - | - | - | All bus drivers are salaried employees. No other information given. |
| Williamsburg/JCC | 13.10 | - | - | Although experience is a factor, pay is based upon a grade range with a minimum of \$13.10, midpoint of \$17.03, and maximum of \$20.95. |
| Winchester | 12.84 | 17.77 | 25.94 | |
| Wise | - | - | - | Bus Drivers paid on a daily basis (\$32.55, \$34.20, \$52.53, respectively) with an average of 2 hours per day. |
| Wythe | 19.04 | 19.04 | 19.04 | Bus drivers also receive a \$100 monthly annuity, a 403(b) employer-paid benefit. |
| York | 11.85 | 17.41 | 18.28 | |

Custodians - Hourly Rates

Table 6

| School Division | With No Experience | With 10 Years' Experience | With 30 Years' Experience | Comments |
|------------------|--------------------|---------------------------|---------------------------|---|
| Accomack | \$ 9.45 | \$ 11.14 | \$ - | No 30-year custodians. |
| Albemarle | 10.60 | - | - | For a full-time custodian, the hourly rate varies from \$10.60 to \$17.31 depending on a variety of factors: years of relevant experience/education, job performance and internal equity. |
| Alexandria | 14.44 | 16.26 | 20.81 | |
| Alleghany | 8.53 | 9.66 | 15.47 | |
| Amelia | - | - | - | Custodial services are outsourced. |
| Amherst | 10.42 | 11.47 | 15.15 | |
| Appomattox | 9.22 | 9.63 | 12.71 | |
| Arlington | 14.50 | Varies | 20.61 | With 10 years experience, ranges from \$17.84 to \$20.61 depending upon when the employee started working. |
| Augusta | - | - | - | Annual rates: \$17,805 for no experience, \$21,004 with 10 years. Scale goes to step 20 with a rate of \$28,090. |
| Bath | 10.09 | 11.40 | 14.15 | |
| Bedford | 10.10 | - | - | Try to maintain internal equity based on experience, but do not pay based on a step-pay system. Custodian pay ranges from \$10.10 per hour to \$16.15 per hour. |
| Bland | | | | |
| Botetourt | 9.10 | 11.37 | 18.64 | Rates based on 260-day contract, 8 hours a day. |
| Bristol | - | - | - | Custodial services are outsourced. |
| Brunswick | 8.40 | 9.70 | 12.54 | |
| Buchanan | 9.35 | 11.73 | 16.88 | |
| Buckingham | - | - | - | Custodial services are outsourced. |
| Buena Vista | 8.95 | 10.05 | 11.87 | |
| Campbell | 8.12 | 11.09 | 29.38 | |
| Caroline | 8.05 | 10.31 | 16.87 | |
| Carroll | 13.71 | 14.28 | 15.34 | |
| Charles City | - | - | - | Custodial services are outsourced. |
| Charlotte | - | - | - | Custodial services are outsourced. |
| Charlottesville | 13.36 | 14.98 | 18.66 | |
| Chesapeake | 10.41 | 13.33 | - | Custodian I -\$10.41-16.64, Custodian II -\$11.90-19.02, Cust III -\$13.59-21.73, Cust IV- \$15.54- 24.84, and Custodian V- \$16.61-26.55 |
| Chesterfield | - | - | - | Custodial services are outsourced. |
| Clarke | - | - | - | Custodial services are outsourced. |
| Colonial Beach | - | - | - | Custodians are part-time and are paid \$8 per hour with the exception of one full-time salaried custodian. |
| Colonial Heights | 11.31 | 17.24 | 17.24 | |

Custodians - Hourly Rates

Table 6

| School Division | With No Experience | With 10 Years' Experience | With 30 Years' Experience | Comments |
|----------------------|--------------------|---------------------------|---------------------------|--|
| Covington | - | - | - | Custodial scales currently under revision; no current employee with these years of experience. |
| Craig | 8.15 | 10.32 | 14.88 | These are full-time positions and are eligible for benefits. Receive an annual salary. |
| Culpeper | 10.98 | 12.75 | 17.17 | |
| Cumberland | 9.14 | 11.42 | 12.57 | |
| Danville | 9.39 | 11.04 | 13.46 | |
| Dickenson | 9.52 | 10.17 | 13.98 | |
| Dinwiddie | - | - | - | Hourly rate range is \$8.93 - \$15.79. Employees are placed on scales based on a placement guideline. Employees move steps when increases are given, but this has not been consistent over the years. All scales are currently under revision. |
| Essex | - | - | - | Custodial services are outsourced. |
| Fairfax | 13.57 | 19.32 | 22.97 | |
| Falls Church | | | | |
| Fauquier | 11.27 | 14.30 | 17.33 | |
| Floyd | 9.35 | 9.86 | 17.02 | |
| Fluvanna | 11.50 | 13.48 | 16.51 | |
| Franklin City | 8.16 | 11.20 | 14.24 | |
| Franklin County | 7.87 | 10.49 | 12.35 | \$7.87 per hour for Scale A, \$8.31 per hour for Scale B; \$10.49 per hour for Scale A, \$12.56 per hour for Scale B, \$17.44 per hour for Scale C (Supervisor). |
| Frederick | 11.52 | 13.37 | 20.84 | |
| Fredericksburg | 11.90 | 13.71 | 19.44 | |
| Galax | 9.82 | 10.51 | 14.48 | |
| Giles | | | | |
| Gloucester | - | - | - | No response to these questions. |
| Goochland | 9.38 | 11.63 | 18.80 | |
| Grayson | 8.45 | 10.14 | 13.95 | |
| Greene | 11.81 | 13.21 | 18.23 | Custodians are not paid by the hour, but by contracted amount based on experience with a 250-day contract for 7.5 hours per day. |
| Greensville/ Emporia | | | | |
| Halifax | 8.00 | 9.01 | 13.65 | |
| Hampton | - | - | - | Custodial services are outsourced. |

Custodians - Hourly Rates

Table 6

| School Division | With No Experience | With 10 Years' Experience | With 30 Years' Experience | Comments |
|-----------------|--------------------|---------------------------|---------------------------|--|
| Hanover | 9.01 | - | 17.21 | Minimum and maximum rates given. No set salary schedule for custodians. Compensation rates are set to be externally competitive and internally equitable. Prior work experience directly or indirectly related to the position is also taken into account. |
| Harrisonburg | - | - | - | Custodians are paid by annual contract ranging from \$19,000 for no experience to \$42,000 for 34 years on the scale. |
| Henrico | 10.44 | - | 18.77 | The minimum and maximum of the salary range are provided. |
| Henry | - | - | - | Custodial services are outsourced. |
| Highland | - | - | - | Annual rates: \$21,970, \$25,604, \$31,820, respectively. |
| Hopewell | 8.16 | 9.23 | 15.13 | |
| Isle Of Wight | - | - | - | Custodial services are outsourced. |
| King and Queen | - | - | - | Custodians are paid an annual amount. There is no current scale; however, new hires are assigned a salary commensurate w/years of experience for current custodians. |
| King George | 11.22 | 12.77 | 18.97 | |
| King William | - | - | - | Annual rates: \$18,700, \$22,634, \$35,668, respectively. Custodians work contract year July 1-June 30, 8 hours per day exclusive of lunch. |
| Lancaster | 9.58 | 11.11 | 14.99 | |
| Lee | 8.00 | 10.16 | 13.70 | |
| Lexington | - | - | - | Custodians are employed by the City of Lexington, not by the school system. |
| Loudoun | 12.24 | 14.73 | 22.99 | Head Custodian I: \$13.95, \$16.78, \$26.19 Head Custodian II: \$14.89, \$17.92, \$27.95 |
| Louisa | - | - | - | Presently conducting salary study for this position. Information not available at this time. |
| Lunenburg | - | - | - | Annual rates: \$14,734, \$19,415, \$26,526, respectively. |
| Lynchburg | 8.83 | 9.66 | 14.91 | Budget constraints prevented proposed changes to the hourly rate. |
| Madison | 10.55 | 11.78 | 14.63 | |
| Manassas City | 13.90 | 17.53 | 24.41 | |
| Manassas Park | - | - | - | Custodial services are outsourced. |
| Martinsville | - | - | - | Part-time custodians are hired based on experience and skill set, and salaries are advanced based on annual increases. |
| Mathews | 8.68 | 10.08 | - | |
| Mecklenburg | 7.94 | 8.97 | - | |
| Middlesex | - | - | - | Custodial services are outsourced. |

Custodians - Hourly Rates

Table 6

| School Division | With No Experience | With 10 Years' Experience | With 30 Years' Experience | Comments |
|-----------------|--------------------|---------------------------|---------------------------|--|
| Montgomery | 10.30 | 12.92 | 17.75 | Scale is 0 - 24. |
| Nelson | 11.36 | 11.36 | 13.53 | |
| New Kent | - | - | - | Custodial services are outsourced. |
| Newport News | 8.81 | - | - | Custodians begin at the minimum starting pay and receive the annual percentage increase. |
| Norfolk | 10.72 | 11.52 | 13.76 | Custodians are paid an additional hourly rate stipend based upon the square footage of the building to which they are assigned. |
| Northampton | 9.88 | 10.63 | 14.69 | |
| Northumberland | 13.60 | 16.18 | 18.90 | |
| Norton | 8.48 | 10.39 | 12.46 | |
| Nottoway | 14.20 | 17.58 | 24.76 | Paid under contract, not hourly. |
| Orange | 11.15 | 12.66 | - | Scale tops out at Step 28 - \$15.39/per hour, then the employee would receive a longevity amount of \$300. |
| Page | 9.75 | 10.55 | 14.84 | |
| Patrick | 9.64 | 10.82 | 13.19 | |
| Petersburg | 8.39 | 10.03 | 14.91 | |
| Pittsylvania | - | - | - | Division employs 12-month and 10-month custodians, both part- and full-time. Annual rates for 10-month custodians: \$16,537, \$17,523, \$26,369, respectively. |
| Poquoson | - | - | - | Custodial services are outsourced. |
| Portsmouth | 9.53 | 11.42 | 14.25 | |
| Powhatan | - | - | - | Custodial services are outsourced. |
| Prince Edward | - | - | - | Custodial services are outsourced. |
| Prince George | | | | |
| Prince William | 12.60 | 15.40 | 23.65 | Rates are based on Custodian I position and also based on average of all three shifts. |
| Pulaski | 9.38 | 10.48 | 14.18 | |
| Radford | 10.70 | 12.73 | 18.29 | |
| Rappahannock | 10.46 | 12.14 | 18.93 | |
| Richmond City | 10.40 | - | - | Pay increases for current employees are based on School Board approval. Support received an increase of 1.167% effective July 1, 2016. |
| Richmond County | - | - | - | Custodial services are outsourced. |
| Roanoke City | - | - | - | No response to these questions. |
| Roanoke County | 9.41 | 11.06 | 16.56 | Based on a recent market study for salaries, new hires will be placed within the range based on experience of other custodians in the division. |
| Rockbridge | 9.00 | 10.00 | 13.00 | |

Custodians - Hourly Rates

Table 6

| School Division | With No Experience | With 10 Years' Experience | With 30 Years' Experience | Comments |
|------------------|--------------------|---------------------------|---------------------------|--|
| Rockingham | 11.54 | 12.35 | 16.43 | Based on 260 days at 8 hours per day. |
| Russell | | | | |
| Salem | - | - | - | Years of experience and other factors including education and other, outside experience are used to determine hourly amounts for custodian compensation. |
| Scott | 9.74 | 12.85 | 12.85 | |
| Shenandoah | 10.05 | 11.91 | 16.70 | Hourly rates provided are for regular custodians. Head Custodian rates: \$12.12, \$14.41, \$20.37, respectively. |
| Smyth | 9.34 | 11.26 | 11.60 | |
| Southampton | - | - | - | Annual salary starting at \$15,000. |
| Spotsylvania | 12.85 | 16.14 | 21.15 | |
| Stafford | - | - | - | Pay banding (minimum/midpoint/maximum): \$26,374/\$32,302/\$43,514 |
| Staunton | 9.98 | 13.41 | 18.56 | Scale tops out at 21 years of experience. |
| Suffolk | 10.10 | 12.60 | 15.34 | |
| Surry | - | - | - | Custodians are salaried employees with annual rates \$22,623, \$23,829, \$30,087, respectively. |
| Sussex | 10.00 | 11.22 | 14.28 | |
| Tazewell | 9.98 | 11.22 | 14.52 | |
| Virginia Beach | 9.58 | 10.36 | 15.08 | Employees compensated based on job-related experience; however, due to compression in scales, salary placement of current employees with the same years of experience is also reviewed to determine the salary offer. Rates provided are for the entry level custodian I position. |
| Warren | - | - | - | Custodial services are outsourced. |
| Washington | 10.97 | 12.01 | 14.98 | |
| Waynesboro | 10.51 | 12.82 | 15.63 | |
| Westmoreland | 11.00 | 12.76 | 17.19 | The Head custodian for each school is paid according to the same salary scale. However, the head custodian receives an annual supplement of \$6,000. This supplement goes to \$6,500 at step 25. |
| West Point | - | - | - | All custodians are salaried employees. The salary ranges from \$16,900-\$21,200. |
| Williamsburg/JCC | 9.77 | - | - | Although experience is a factor, pay is based upon a grade range with a minimum of \$9.77, midpoint of \$12.70, and maximum of \$15.64. Head custodians are paid a minimum of \$14.09, a midpoint of \$18.33, and a maximum of \$22.56. |

Custodians - Hourly Rates

Table 6

| School Division | With No Experience | With 10 Years' Experience | With 30 Years' Experience | Comments |
|-----------------|--------------------|---------------------------|---------------------------|---|
| Winchester | 9.43 | 13.04 | 17.46 | Hourly rates given are for 10-month custodians. Rates for 12-month custodians are as follows: \$9.81, \$13.35, \$20.37, respectively. |
| Wise | 8.71 | 9.96 | 13.42 | |
| Wythe | - | - | - | Annual rates: \$20,990, \$23,734, \$29,888, respectively. |
| York | 9.28 | 13.64 | 14.32 | |

Instructional Assistants - Hourly Rates

Table 7

| School Division | With No Experience | With 10 Years' Experience | With 30 Years' Experience | Comments |
|-----------------|--------------------|---------------------------|---------------------------|--|
| Accomack | \$ 7.88 | \$ 9.17 | \$ 13.07 | |
| Albemarle | 11.38 | - | - | For a full-time teaching assistant, the hourly rate varies from \$11.38 to \$18.57 depending on a variety of factors: years of relevant experience/education, job performance, and internal equity. |
| Alexandria | 16.26 | 21.22 | 27.15 | Rates shown are for Paraprofessionals I. Para II and III have hourly rates ranging from \$16.75 to \$28.80 |
| Alleghany | 10.12 | 11.05 | 16.19 | |
| Amelia | - | - | - | Annual rates for Level 2 instructional assistant/paraprofessional: \$9,597, \$12,564, \$18,682, respectively. |
| Amherst | 12.08 | 13.33 | 15.61 | |
| Appomattox | 9.84 | 10.29 | 13.60 | |
| Arlington | 20.35 | 26.76 | 30.97 | Qualifications based, e.g. Associates Degree, Bachelors Degree or pass the ParaPro test. |
| Augusta | 8.56 | 10.10 | - | Scale goes to step 20 with a rate of \$13.50 per hour. |
| Bath | 9.60 | 11.82 | 16.57 | |
| Bedford | 9.80 | 10.52 | 16.45 | |
| Bland | | | | |
| Botetourt | 9.26 | 11.56 | 18.95 | Rates based on 182-day contract, 7 hours a day. |
| Bristol | 9.18 | - | - | Aides are placed on the scale based on their experience and then move at a % per year as raises are provided. Hiring range is \$9.18 - \$9.87; and maximum pay for aide position is \$13.12. |
| Brunswick | 8.15 | 10.01 | 14.27 | |
| Buchanan | 9.21 | 14.64 | 20.86 | |
| Buckingham | 15.02 | 15.16 | 17.26 | |
| Buena Vista | 9.75 | 11.24 | 13.70 | |
| Campbell | 8.24 | 11.61 | 30.79 | |
| Caroline | 9.36 | 12.01 | 19.64 | |
| Carroll | - | - | - | Paraprofessionals are paid based on their semester hours as follows: 0-29 hours \$13.49; 30-44 hours \$13.79; 45 - 59 hours \$14.16; 60-74 hours \$15.40; 75-89 hours \$17.37; 90-104 hours \$19.19; 105-120 hours \$20.14; above 120 hours \$21.23. Years of experience has no bearing on this pay scale. |
| Charles City | - | 7.28 | 10.00 | |
| Charlotte | 8.38 | 8.92 | 12.10 | |
| Charlottesville | 12.44 | 14.14 | 20.43 | |
| Chesapeake | 12.72 | 16.28 | - | |
| Chesterfield | 12.36 | 13.65 | 16.91 | Averages are displayed. Experience is used as well as other factors for salary purposes. |

Instructional Assistants - Hourly Rates

Table 7

| School Division | With No Experience | With 10 Years' Experience | With 30 Years' Experience | Comments |
|----------------------|--------------------|---------------------------|---------------------------|--|
| Clarke | 10.78 | 13.14 | 20.14 | |
| Colonial Beach | - | - | - | Paraprofessionals are not paid an hourly rate. Paraprofessionals new to the division start at \$16,719. |
| Colonial Heights | 11.36 | 18.54 | 19.82 | |
| Covington | - | - | - | Instructional assistant scales currently under revision. |
| Craig | 9.31 | 12.43 | 18.68 | These are full-time positions with benefits. Pay an annual salary. |
| Culpeper | 11.06 | 12.83 | 17.28 | |
| Cumberland | 11.82 | 12.29 | 14.52 | |
| Danville | 9.11 | 10.82 | 13.34 | |
| Dickenson | 10.45 | 11.53 | 16.08 | |
| Dinwiddie | - | - | - | Hourly rate range is \$9.80 - \$19.92. Employees are placed on scales based on a placement guideline. Employees move steps when increases are given, but this has not been consistent over the years. All scales are currently under revision. |
| Essex | - | - | - | Annual rates: \$16,615, \$19,375, \$24,895, respectively. |
| Fairfax | 14.70 | 20.43 | 30.89 | |
| Falls Church | | | | |
| Fauquier | 12.20 | 15.48 | 18.76 | |
| Floyd | 9.17 | 9.66 | 19.79 | |
| Fluvanna | 12.30 | 14.37 | 18.70 | |
| Franklin City | 9.51 | 12.41 | 15.31 | |
| Franklin County | 8.77 | 10.51 | 16.07 | |
| Frederick | 12.07 | 13.91 | 20.70 | |
| Fredericksburg | 16.61 | 19.13 | 27.13 | With an Associate's degree, Step 1 (No experience); with a Bachelor's degree, Step 2 (No experience). |
| Galax | 10.99 | 11.93 | 15.86 | |
| Giles | | | | |
| Gloucester | - | - | - | No response to these questions. |
| Goochland | 11.16 | 14.03 | 25.00 | |
| Grayson | 8.27 | 11.05 | 15.90 | |
| Greene | 10.41 | 11.59 | 16.29 | Instructional assistants are not paid by the hour, but by contracted amount based on 185 days for 7 hours a day. |
| Greensville/ Emporia | | | | |
| Halifax | 8.97 | 10.93 | 14.21 | |
| Hampton | - | - | - | There is a salary range for IAs and new hires are placed within the range based on related experience. |

Instructional Assistants - Hourly Rates

Table 7

| School Division | With No Experience | With 10 Years' Experience | With 30 Years' Experience | Comments |
|-----------------|--------------------|---------------------------|---------------------------|--|
| Hanover | 10.51 | - | 20.06 | Minimum and maximum rates given. No set salary schedule for instructional assistants. Compensation rates are set to be externally competitive and internally equitable. |
| Harrisonburg | - | - | - | Assistants are paid by annual contract ranging from \$14,000 to \$29,000 per year. |
| Henrico | 12.02 | - | 21.60 | The minimum and maximum of the salary range are provided. |
| Henry | 14.10 | 14.41 | 16.72 | Instructional assistants who hold Associate's Degrees receive an additional \$350 annual stipend for the degree. |
| Highland | - | - | - | Annual rates: \$14,355, \$18,664, \$26,619, respectively. |
| Hopewell | 12.59 | 14.77 | 22.72 | Rates provided are for a TA with a Bachelor's. Different scales are used for those with an Associate's or without a degree. |
| Isle Of Wight | 11.41 | - | - | No step scale in place. Compensation is based on experience and determined on an individual basis. |
| King and Queen | - | - | - | Instructional assistants/paraprofessionals are paid an annual amount. There is no current scale; however, new hires are assigned a salary commensurate w/years of experience for current assistants. |
| King George | 11.15 | 12.69 | 18.85 | Those obtaining a BA degree or higher receive an additional \$1,000. Those obtaining a AA degree or who have passed the Parapro Test receive an additional \$500. |
| King William | - | - | - | Annual rates: \$15,000, \$17,839, \$27,092, respectively. Instructional assistants work 184 days on contract, 7.5 hours per day including lunch. |
| Lancaster | 12.84 | 14.90 | 20.07 | |
| Lee | 9.15 | 11.07 | 13.06 | |
| Lexington | - | - | - | Annual rates: \$12,500, \$13,541, \$26,500, respectively. |
| Loudoun | 15.89 | 19.13 | 29.84 | |
| Louisa | - | - | - | Presently conducting salary study for this position. Information not available at this time. |
| Lunenburg | - | - | - | Annual rates: \$12,100, \$16,100, \$20,600, respectively. |
| Lynchburg | 10.23 | 11.17 | 17.23 | Two scales are in use for Instructional Assistants, rates given are those from the higher scale, for employees with degrees. |
| Madison | 10.02 | 10.90 | 15.11 | |
| Manassas City | 16.10 | 20.29 | 28.26 | |
| Manassas Park | 15.22 | 18.57 | 31.04 | |

Instructional Assistants - Hourly Rates

Table 7

| School Division | With No Experience | With 10 Years' Experience | With 30 Years' Experience | Comments |
|-----------------|--------------------|---------------------------|---------------------------|--|
| Martinsville | 12.39 | 12.39 | 13.29 | Rates given are for employees with Bachelor's. Different rates for those with less than Associate's (\$10.95, \$10.95, \$11.85, respectively) and Associate's (\$11.67, \$11.67, \$12.57, respectively). |
| Mathews | 8.72 | 10.12 | - | |
| Mecklenburg | 8.03 | 9.90 | - | |
| Middlesex | 11.33 | 12.64 | 15.73 | |
| Montgomery | 12.09 | 15.17 | 20.84 | Scale is 0 - 24. |
| Nelson | 12.23 | 12.23 | 14.53 | |
| New Kent | 11.23 | 13.04 | 16.37 | Rates provided are for Sped. Paraprofessionals. The rate for 25+ years of experience is \$16.368. Rates for General ParaPros are 1.5% less than the Sped. Paras at each step: \$11.06, \$12.84, \$16.0561 (25+ yrs), respectively. |
| Newport News | 10.85 | Varies | Varies | Multiple levels, and compensation may be up to 15% above the minimum for experience. |
| Norfolk | 14.35 | 15.44 | 18.45 | |
| Northampton | 12.15 | 13.08 | 18.06 | |
| Northumberland | 11.61 | 13.83 | 16.53 | |
| Norton | 8.96 | 10.92 | 15.92 | |
| Nottoway | 10.91 | 13.31 | 18.94 | Paraprofessionals receive additional amounts up to \$1,000 per year depending on their education. |
| Orange | 10.38 | 13.46 | - | Scale tops out at Step 28 - \$18.55/per hour, then the employee would receive a longevity amount of \$300. |
| Page | 8.05 | 8.96 | 16.66 | Teacher Assistants are on 195-day contract at 7.5 hrs. daily. |
| Patrick | 10.77 | 11.46 | 16.82 | Rates are based on non-certificated scale. Different scale is used for employees who are certificated (4-year degree). |
| Petersburg | 10.56 | 12.62 | 16.98 | |
| Pittsylvania | 9.25 | 9.84 | 16.73 | Hourly rates are estimated based on annual rates provided by division (\$10,270, \$10,923, \$18,572, respectively). Instructional assistants work 185 days for 6 hours/day. Supplements of \$977 for Bachelor's Degree or \$661 for Associate Degree or \$325 for at least 18 semester hours of college coursework from an accredited college are given. |
| Poquoson | 11.33 | 13.86 | 18.92 | |
| Portsmouth | 11.03 | 13.23 | 16.49 | |
| Powhatan | 12.90 | 13.50 | 19.67 | |
| Prince Edward | - | - | - | Daily rates: \$93.23, \$93.23, \$121.36, respectively. |
| Prince George | | | | |

Instructional Assistants - Hourly Rates

Table 7

| School Division | With No Experience | With 10 Years' Experience | With 30 Years' Experience | Comments |
|-----------------|--------------------|---------------------------|---------------------------|---|
| Prince William | 14.81 | 18.11 | 27.81 | |
| Pulaski | 9.24 | 10.05 | 14.76 | |
| Radford | 9.02 | 10.78 | 15.97 | Rates are for employees without a Bachelor's degree. Bachelor's degree is paid at \$15.97, no matter how many years of experience. |
| Rappahannock | 11.29 | 12.94 | 16.96 | |
| Richmond City | - | - | - | No experience: Instructional Assistant I (ParaPro) - \$12.15; Instructional Assistant II (60 credits/ AA degree) - \$13.08; Instructional Assistant III (BA degree) - \$14.07. Pay increases for current employees are based on School Board approval. Support received an increase of 1.167% effective July 1, 2016. |
| Richmond County | - | - | - | Instructional assistants are paid different amounts depending on experience, but there is no salary scale. |
| Roanoke City | - | - | - | No response to these questions. |
| Roanoke County | 10.37 | 11.11 | 15.75 | Based on a recent market study survey, new hires will be placed in the range based on experience of current employees. |
| Rockbridge | 9.00 | 11.00 | 16.00 | |
| Rockingham | 10.48 | 11.46 | 16.75 | Based on 191 days at 7 hours per day. Paraprofessionals are paid an additional \$530 for a 4-year degree and \$265 for a 2-year degree. |
| Russell | | | | |
| Salem | - | - | - | Years of experience and other factors including education and other, outside experience are used to determine hourly amounts for instructional assistant compensation. |
| Scott | 11.42 | 14.50 | 14.50 | Rates are based on experience and educational level, given rates are for a high school diploma. Associate's Degree beginning is \$12.17/hour and Bachelor's Degree beginning is \$13.53/hour. |
| Shenandoah | 11.41 | 13.11 | 17.31 | |
| Smyth | 9.32 | 11.18 | 16.69 | Rates assume BA/BS Degree. If no BA/BS, the rates are as follows: \$7.60, \$9.17, \$14.67, respectively. |
| Southampton | - | - | - | Annual salary starting at \$12,000 or \$13,000 with an Associate's degree. |
| Spotsylvania | 12.64 | 16.78 | 25.59 | |
| Stafford | - | - | - | Annual rates: \$14,809, \$19,340, \$31,011, respectively. |
| Staunton | 9.12 | 11.96 | 16.81 | Rates consider years of experience but also whether or not experience is related and teaching license is held. Scale tops out at 22 years of experience. |
| Suffolk | 11.71 | 14.61 | 17.79 | |
| Surry | - | - | - | Instructional Assistants are salaried employees with annual rates \$20,931, \$22,045, \$27,835, respectively. |

Instructional Assistants - Hourly Rates

Table 7

| School Division | With No Experience | With 10 Years' Experience | With 30 Years' Experience | Comments |
|------------------|--------------------|---------------------------|---------------------------|--|
| Sussex | 9.51 | 13.08 | 16.64 | |
| Tazewell | 13.42 | 15.74 | 24.00 | |
| Virginia Beach | 13.53 | 14.63 | 21.29 | Employees compensated based on job-related experience and level of degree (HS diploma, 48 credits, Associate's degree and Bachelor's degree). However, due to compression in scales, salary placement of current employees with the same years of experience/degree is also reviewed to determine the salary offer. |
| Warren | 10.82 | 11.02 | 19.26 | |
| Washington | 10.89 | 13.14 | 16.29 | |
| Waynesboro | 10.76 | 13.12 | 15.28 | |
| Westmoreland | 13.34 | 15.48 | 20.85 | |
| West Point | - | - | - | Instructional Assistant/Paraprofessional are salaried employees with ranges from \$11,390 - \$23,800. |
| Williamsburg/JCC | 12.18 | - | - | Although experience is a factor, pay is based upon a grade range with a minimum of \$12.18, midpoint of \$15.82, and maximum of \$19.48. Rates given are for Instructional Assistant I. Employees become level II with a minimum of 48 hours of college credit and are in a higher grade range with a minimum of \$13.10, midpoint of \$17.03, and maximum of \$20.95. |
| Winchester | 11.58 | 14.88 | 20.02 | |
| Wise | 8.70 | 9.94 | 11.54 | |
| Wythe | - | - | - | Annual rates: \$11,990, \$14,061, \$15,748, respectively. |
| York | 11.04 | 17.12 | 18.83 | |

Electricians - Hourly Rates

Table 8

| School Division | With No Experience | With 10 Years' Experience | With 30 Years' Experience | Comments |
|-----------------|--------------------|---------------------------|---------------------------|--|
| Accomack | \$ - | \$ - | \$ - | No electricians with 0, 10 or 30 years experience. |
| Albemarle | 15.08 | - | - | For a full-time electrician, the hourly rate varies from \$15.08 to \$24.61 depending on a variety of factors: years of relevant experience/education, job performance, and internal equity. |
| Alexandria | 19.42 | 25.34 | 32.42 | |
| Alleghany | 12.94 | 13.74 | 21.22 | |
| Amelia | - | - | - | Electrical issues are handled by maintenance supervisor or contracted out as needed. |
| Amherst | 15.14 | 17.72 | 22.47 | |
| Appomattox | 15.00 | 15.68 | 20.70 | |
| Arlington | 18.79 | 29.76 | 35.41 | |
| Augusta | 12.82 | 15.14 | - | Scale goes to step 20 for a rate of \$20.27 per hour. |
| Bath | - | - | - | These services are contracted out as needed. |
| Bedford | - | 21.61 | - | Competitive based on market wages. |
| Bland | | | | |
| Botetourt | 13.45 | 16.80 | 27.53 | Journeyman - 260-day contract, 8 hours a day. |
| Bristol | 12.08 | - | - | Maintenance technicians are placed on the scale based on experience and then move at a % per year as raises are provided. Hiring range is \$12.08 - \$13.61; maximum pay is \$18.16. |
| Brunswick | 17.30 | 19.27 | 22.54 | |
| Buchanan | - | - | - | These services are contracted out as needed. |
| Buckingham | - | - | - | These services are contracted out as needed. |
| Buena Vista | - | - | - | Does not employ electricians. |
| Campbell | - | - | - | Electrical work is handled by general maintenance or contracted out as needed. |
| Caroline | 17.64 | 22.61 | 37.03 | |
| Carroll | 17.31 | 17.84 | 18.74 | |
| Charles City | - | - | - | Electrical work is currently being outsourced. |
| Charlotte | - | - | - | Electrical work is handled by maintenance department or contracted out as needed. |
| Charlottesville | - | - | - | Electricians are contracted through the city maintenance department. |
| Chesapeake | 15.54 | 19.89 | - | Electrician I (15.54-24.84), Electrician II (16.61-26.55), Electrician III (17.75-28.38) and Electrician Leadman (18.98- 30.34) |
| Chesterfield | 16.14 | 17.75 | 22.29 | Averages are displayed. Experience is used as well as other factors for salary purposes. |
| Clarke | - | - | - | These services are contracted out as needed. |
| Colonial Beach | - | - | - | These services are contracted out as needed. |

Electricians - Hourly Rates

Table 8

| School Division | With No Experience | With 10 Years' Experience | With 30 Years' Experience | Comments |
|------------------|--------------------|---------------------------|---------------------------|---|
| Colonial Heights | 20.70 | 29.71 | 29.71 | |
| Covington | - | - | - | Maintenance department handles basic work, major issues are contracted out as needed. Maintenance supervisor is also a certified electrician. |
| Craig | - | - | - | Electrical issues are handled by general maintenance staff or contracted out as needed. |
| Culpeper | 18.43 | 21.39 | 28.81 | Salaries vary depending on certifications and level of education. Paid on Building Tech Scale. |
| Cumberland | - | - | - | Maintenance is provided by the county. Maintenance workers not employed by the schools. |
| Danville | 12.66 | 14.89 | 18.16 | Rates provided are for Electrician. Different paygrades for Low Voltage Technician and Lead Electrician |
| Dickenson | - | - | - | No electricians on staff - one employee handles most electrical, plumbing, and HVAC issues, and he is listed under HVAC questions. |
| Dinwiddie | - | - | - | Hourly rate range is \$18.19 - \$31.90. Employees are placed on scales based on a placement guideline. Employees move steps when increases are given, but this has not been consistent over the years. All scales are currently under revision. |
| Essex | - | - | - | Electrical work is handled by operations & maintenance department or contracted out as needed. |
| Fairfax | 19.31 | 27.84 | 34.08 | |
| Falls Church | | | | |
| Fauquier | - | - | - | Electricians are employed by county, not by schools. |
| Floyd | 10.31 | 10.76 | 18.26 | |
| Fluvanna | 18.73 | 21.37 | 30.05 | |
| Franklin City | 10.52 | 14.34 | 18.17 | |
| Franklin County | 11.20 | 15.04 | 21.05 | |
| Frederick | 16.78 | 19.45 | 30.30 | |
| Fredericksburg | 17.23 | 19.84 | 28.14 | |
| Galax | - | - | - | No separate rate for electrician only. Maintenance Director rate is \$21.41. |
| Giles | | | | |
| Gloucester | - | - | - | No response to these questions. |
| Goochland | 17.66 | 24.41 | 39.50 | |
| Grayson | - | - | - | GCPS does not hire electricians specifically. There is a general maintenance salary scale, with additional supplementation for electrician license. |

Electricians - Hourly Rates

Table 8

| School Division | With No Experience | With 10 Years' Experience | With 30 Years' Experience | Comments |
|---------------------|--------------------|---------------------------|---------------------------|---|
| Greene | 16.52 | 18.49 | 26.42 | Electricians are not paid by the hour, but by contracted amount based on experience with a 250-day contract for 7.5 hours per day. |
| Greenville/ Emporia | | | | |
| Halifax | 14.67 | 16.34 | 22.80 | |
| Hampton | - | - | - | There are three different salary ranges for electricians and new hires are placed within the appropriate range based on related experience. |
| Hanover | 16.67 | - | 31.84 | Minimum and maximum rates given. No set salary schedule for electricians. Compensation rates are set to be externally competitive and internally equitable. Prior work experience directly and indirectly related to the position is also taken into account. |
| Harrisonburg | - | - | - | Electricians are paid by annual contract ranging from \$23,000 to \$50,000. |
| Henrico | 16.69 | - | 29.99 | The minimum and maximum of the salary range are provided. |
| Henry | 16.76 | 17.12 | 19.87 | |
| Highland | - | - | - | These services are contracted out as needed. |
| Hopewell | 13.80 | 17.92 | 29.37 | |
| Isle Of Wight | - | - | - | Maintenance is outsourced. |
| King and Queen | - | - | - | Electrical issues are handled by general maintenance employee. |
| King George | - | - | - | These services are contracted out as needed. |
| King William | - | - | - | Not applicable. No additional information given. |
| Lancaster | 14.86 | 14.25 | 23.23 | |
| Lee | - | - | - | Electrical issues are handled by general maintenance staff. |
| Lexington | - | - | - | Electrical issues are handled by the City of Lexington Public Works Department or contracted out as needed. |
| Loudoun | 20.62 | 24.84 | 39.16 | |
| Louisa | - | - | - | Presently conducting salary study for this position. Information not available at this time. |
| Lunenburg | - | - | - | No response to these questions. |
| Lynchburg | 12.42 | 13.59 | 20.95 | |
| Madison | 15.00 | 20.00 | 25.00 | |
| Manassas City | 18.63 | 23.49 | 32.72 | Electricians with advanced license levels are paid 3 grades higher than the hourly rates identified. |
| Manassas Park | - | - | - | Maintenance work is outsourced. |
| Martinsville | - | - | - | No current electricians. |
| Mathews | 14.55 | 15.42 | - | No electrician positions; general maintenance only. |
| Mecklenburg | - | - | - | Electrical issues are handled by general maintenance staff. |

Electricians - Hourly Rates

Table 8

| School Division | With No Experience | With 10 Years' Experience | With 30 Years' Experience | Comments |
|-----------------|--------------------|---------------------------|---------------------------|---|
| Middlesex | - | - | - | These services are contracted out as needed. |
| Montgomery | 14.98 | 18.79 | 25.82 | Scale is 0 - 24. |
| Nelson | 15.62 | 15.62 | 18.59 | |
| New Kent | 16.49 | 19.23 | 32.61 | Compensation is based on experience. |
| Newport News | 15.28 | Varies | Varies | Multiple levels, and compensation may be up to 15% above the minimum for experience. |
| Norfolk | 15.08 | 16.22 | 19.36 | Rates provided are for Electrician I classification. Different rates for Electrician II and III. |
| Northampton | - | - | - | Minor/routine electrical work is handled by maintenance staff, more complex issues are contracted out as needed. |
| Northumberland | - | - | - | Electrical issues are handled by general maintenance staff or contracted out as needed. |
| Norton | - | - | - | No formal salary scale adopted for electricians. |
| Nottoway | 16.73 | 20.82 | 29.90 | No compensation change based on license level. |
| Orange | - | - | - | No salary scale for an electrician, only have maintenance salary scales. |
| Page | 13.86 | 14.97 | 23.08 | Rates are for maintenance staff (not solely electricians). |
| Patrick | 15.40 | 16.19 | 18.90 | |
| Petersburg | 15.50 | 17.73 | 22.16 | |
| Pittsylvania | 16.63 | 17.42 | 22.53 | Hourly rates are estimated based on annual rates provided by division (\$34,596, \$36,242, \$46,862, respectively). Electricians work 260 days for 8 hours/day. Receive a supplement of \$977 for Bachelor's Degree or \$661 for Associate Degree or \$325 for at least 18 semester hours of college coursework from an accredited college. |
| Poquoson | 17.58 | 13.97 | 28.05 | |
| Portsmouth | - | - | - | Trades Limited: \$17.11, \$20.52, \$25.58 Trades Journey: \$18.87, \$22.64, \$28.21 Trades Senior: \$19.81, \$23.75, \$29.62 Trades Master: \$24.08, \$28.87, \$36.00 |
| Powhatan | 20.50 | 22.70 | 29.87 | Only have one Electrician and he is at a Supervisor level. |
| Prince Edward | - | - | - | Electrical work is handled by general maintenance staff. Maintenance supervisor is certified (Electrical, HVAC, Plumbing). |
| Prince George | | | | |

Electricians - Hourly Rates

Table 8

| School Division | With No Experience | With 10 Years' Experience | With 30 Years' Experience | Comments |
|-----------------|--------------------|---------------------------|---------------------------|---|
| Prince William | 18.05 | 22.06 | 33.88 | Rates provided are for Electrician I - Semi-skilled Journeyman. Different rates for Electrician II - Skilled Journeyman (\$21.32, \$26.07, \$40.02, respectively) and Electrician III - High-skilled Journeyman (\$23.29, \$28.48, \$43.73, respectively). Electrician II & III rates are averages of two shifts. |
| Pulaski | 14.50 | 16.44 | 22.36 | Master electricians: \$15.83, \$17.98, \$24.58, respectively. |
| Radford | - | - | - | These services are contracted out as needed. |
| Rappahannock | - | - | - | These services are contracted out as needed. |
| Richmond City | 17.37 | - | - | Pay increases for current employees are based on School Board approval. Support received an increase of 1.167% effective July 1, 2016. |
| Richmond County | - | - | - | Electrical issues are handled by Director of Maintenance or contracted out as needed. |
| Roanoke City | - | - | - | No response to these questions. |
| Roanoke County | 13.90 | 15.24 | 20.57 | Based on a recent market study survey, new hires will be placed in the range based on experience of current employees. |
| Rockbridge | - | - | - | No pay sale for electricians, only maintenance workers. Compensation would be given if hiring a licensed electrician. |
| Rockingham | 12.64 | 13.89 | 20.67 | Maintenance salary scale is based on 260 days at 8 hours per day. Electricians are paid a supplement in addition to this hourly/base salary rate of pay - \$3,700 for apprentice level and \$7,400 for journeyman level. |
| Russell | | | | |
| Salem | - | - | - | Electricians are not employed by school division. Issues are handled by the City of Salem and the school division is billed. |
| Scott | 15.48 | 17.61 | 17.61 | |
| Shenandoah | 16.72 | 19.79 | 27.71 | |
| Smyth | 15.03 | 17.69 | 19.62 | Same salary for all Maintenance Department employees. |
| Southampton | - | - | - | Electrical issues are handled by general maintenance staff. |
| Spotsylvania | 16.67 | 20.93 | 27.07 | |
| Stafford | - | - | - | Pay banding (minimum/midpoint/maximum): No certification/license - \$34,382/\$43,014/\$53,290 Journeyman and experience - \$37,856/\$47,229/\$58,614 Masters License - \$42,621/\$52,021/\$64,501 |
| Staunton | - | - | - | Electrical issues handled by general maintenance staff. |
| Suffolk | 16.52 | 20.63 | 25.17 | |
| Surry | - | - | - | Electrical issues handled by general maintenance staff or contracted out as needed. |

Electricians - Hourly Rates

Table 8

| School Division | With No Experience | With 10 Years' Experience | With 30 Years' Experience | Comments |
|------------------|--------------------|---------------------------|---------------------------|--|
| Sussex | 12.94 | 17.80 | 22.65 | |
| Tazewell | - | - | - | Do not have an electrician job title. |
| Virginia Beach | 20.47 | 22.14 | 32.22 | Employees are compensated based on job-related experience; however, due to compression in scales, salary placement of current employees with the same years of experience is also reviewed to determine the salary offer. The division has level I-III electricians. Rates provided are for level III electricians. In addition, an allowance/stipend is provided in the amount of \$350 for a journeyman's license and \$1,000 for a master's journeyman license. |
| Warren | 10.22 | 12.43 | 22.00 | Steps |
| Washington | 16.21 | 18.49 | 22.17 | |
| Waynesboro | - | - | - | Do not hire electricians specifically. Maintenance staff handles the issues or services are outsourced to a vendor. |
| Westmoreland | - | - | - | Do not employ electricians exclusively. Maintenance workers cover a variety of areas. |
| West Point | - | - | - | These services are outsourced as needed. |
| Williamsburg/JCC | 16.33 | - | - | Although experience is a factor, pay is based upon a grade range with a minimum of \$16.33, midpoint of \$21.21, and maximum of \$26.12. A Master Electrician is in a higher grade range with a minimum of \$18.91, midpoint of \$24.54, and a maximum of \$30.23. |
| Winchester | 14.78 | 19.58 | 25.54 | |
| Wise | 13.98 | 15.98 | 21.52 | |
| Wythe | - | - | - | Electrical issues handled by maintenance staff. |
| York | 16.67 | 24.50 | 25.72 | |

HVAC/Mechanics - Hourly Rates

Table 9

| School Division | With No Experience | With 10 Years' Experience | With 30 Years' Experience | Comments |
|-----------------|--------------------|---------------------------|---------------------------|--|
| Accomack | \$ - | \$ - | \$ - | No HVAC/Mechanic with 0, 10 or 30 years experience. |
| Albemarle | 15.08 | - | - | For a full-time HVAC mechanic, the hourly rate varies from \$15.08 to \$24.61 depending on a variety of factors: years of relevant experience/education, job performance, and internal equity. |
| Alexandria | 19.42 | 25.34 | 32.42 | |
| Alleghany | 12.94 | 13.74 | 21.22 | |
| Amelia | - | - | - | HVAC issues are handled by maintenance supervisor or contracted out as needed. |
| Amherst | 15.14 | 17.72 | 22.47 | |
| Appomattox | 15.00 | 15.68 | 20.70 | |
| Arlington | 14.50 | - | - | With 10 years experience, ranges from \$29.76 to \$36.51. With 30 years, ranges from \$35.41 to \$40.60. |
| Augusta | 12.82 | 15.14 | - | Master Mechanic: \$15.70, \$18.52, \$24.77, respectively. |
| Bath | - | - | - | These services are contracted out as needed. |
| Bedford | - | 21.61 | - | Compensation based on market wages. |
| Bland | | | | |
| Botetourt | - | - | - | Do not employ HVAC. |
| Bristol | 14.24 | - | - | Mechanics are placed on the scale based on experience and then move at a % per year as raises are provided. Hiring range is \$14.24 - \$16.02; maximum pay is \$21.38. |
| Brunswick | 17.30 | 19.27 | 22.54 | |
| Buchanan | - | - | - | These services are contracted out as needed. |
| Buckingham | - | - | - | These services are contracted out as needed. |
| Buena Vista | - | - | - | Does not employ HVAC/mechanics. |
| Campbell | - | - | - | HVAC work is handled by general maintenance or contracted out as needed. |
| Caroline | 13.17 | 16.86 | 27.64 | The shop foreman is paid more than a regular mechanic. |
| Carroll | 17.31 | 17.84 | 18.74 | |
| Charles City | - | - | - | HVAC work is currently being outsourced. |
| Charlotte | 21.35 | 22.42 | 27.25 | |
| Charlottesville | - | - | - | HVAC/mechanics are contracted through the city maintenance department. |
| Chesapeake | 15.54 | 19.89 | - | HVAC I (15.54-24.84), HVAC II (16.61-26.55), HVAC III (17.75-28.38) and HVAC Leadman (18.98- 30.34) |
| Chesterfield | 16.14 | 17.75 | 24.00 | Averages are displayed. Experience is used as well as other factors for salary purposes. |
| Clarke | - | - | - | These services are contracted out as needed. |
| Colonial Beach | - | - | - | These services are contracted out as needed. |

HVAC/Mechanics - Hourly Rates

Table 9

| School Division | With No Experience | With 10 Years' Experience | With 30 Years' Experience | Comments |
|----------------------|--------------------|---------------------------|---------------------------|---|
| Colonial Heights | 20.70 | 29.71 | 29.71 | |
| Covington | - | - | - | Maintenance department handles basic work, major issues are contracted out as needed. |
| Craig | - | - | - | These services are contracted out as needed. |
| Culpeper | 18.43 | 21.39 | 28.81 | Salaries vary depending on certifications and level of education. Paid on Building Tech Scale. |
| Cumberland | 13.68 | 19.15 | 22.98 | |
| Danville | 15.91 | 18.71 | 22.83 | |
| Dickenson | 17.01 | 17.81 | 21.75 | Maintenance Foreman performs these duties as well as electrical and plumbing issues. |
| Dinwiddie | - | - | - | Hourly rate range is \$18.19 - \$31.90. Employees are placed on scales based on a placement guideline. Employees move steps when increases are given, but this has not been consistent over the years. All scales are currently under revision. |
| Essex | - | - | - | HVAC work is handled by operations & maintenance department or contracted out as needed. |
| Fairfax | 20.89 | 30.12 | 36.88 | |
| Falls Church | | | | |
| Fauquier | - | - | - | HVAC/mechanics are employed by county, not by schools. |
| Floyd | 10.43 | 10.89 | 18.59 | |
| Fluvanna | 18.73 | 21.37 | 30.05 | |
| Franklin City | 14.76 | 20.16 | 25.55 | |
| Franklin County | 12.58 | 15.54 | 24.79 | |
| Frederick | 16.78 | 19.45 | 30.30 | |
| Fredericksburg | 17.23 | 19.84 | 28.14 | |
| Galax | - | - | - | No separate rate for HVAC. Maintenance Director rate is \$21.41 |
| Giles | | | | |
| Gloucester | - | - | - | No response to these questions. |
| Goochland | 17.66 | 24.41 | 39.50 | |
| Grayson | - | - | - | GCPS does not have a scale for HVAC. There is a general maintenance salary scale with additional supplementation for HVAC license. |
| Greene | 16.52 | 18.49 | 26.42 | Same as electricians. |
| Greensville/ Emporia | | | | |
| Halifax | 12.99 | 14.59 | 20.36 | |
| Hampton | - | - | - | HVAC work is outsourced. |

HVAC/Mechanics - Hourly Rates

Table 9

| School Division | With No Experience | With 10 Years' Experience | With 30 Years' Experience | Comments |
|-----------------|--------------------|---------------------------|---------------------------|---|
| Hanover | 16.67 | - | 31.84 | Minimum and maximum rates given. No set salary schedule for HVAC/Mechanics. Compensation rates are set to be externally competitive and internally equitable. Prior work experience directly and indirectly related to the position is also taken into account. |
| Harrisonburg | - | - | - | Annual contract ranging from \$36,000 - \$58,000 per year. |
| Henrico | 16.69 | - | 29.99 | The minimum and maximum of the salary range are provided. |
| Henry | 16.76 | 17.12 | 19.87 | |
| Highland | - | - | - | These services are contracted out as needed. |
| Hopewell | 13.80 | 17.92 | 29.37 | |
| Isle Of Wight | - | - | - | Maintenance is outsourced. |
| King and Queen | - | - | - | HVAC issues are handled by general maintenance employee. |
| King George | - | - | - | Maintenance workers do basic HVAC work, additional work may be contracted out as needed. |
| King William | - | - | - | Not applicable. No additional information given. |
| Lancaster | 14.86 | 17.25 | 23.23 | |
| Lee | 9.18 | 17.32 | 17.67 | |
| Lexington | - | - | - | HVAC issues are handled by the City of Lexington Public Works Department or contracted out as needed. |
| Loudoun | 19.32 | 23.27 | 36.60 | Rates are for Mechanic I. Mechanic II: \$20.62, \$24.84, \$39.16, respectively; Mechanic III: \$22.02, \$26.51, \$41.86, respectively |
| Louisa | - | - | - | Presently conducting salary study for this position. Information not available at this time. |
| Lunenburg | - | - | - | No response to these questions. |
| Lynchburg | 12.42 | 13.59 | 20.95 | |
| Madison | 17.00 | 22.00 | 27.00 | |
| Manassas City | 18.63 | 23.49 | 32.72 | HVAC/mechanics with advanced license levels are paid 3 grades higher than the hourly rates identified. |
| Manassas Park | - | - | - | Maintenance work is outsourced. |
| Martinsville | - | - | - | HVAC/mechanics hire rates are based on experience and skill sets and salary is advanced based on annual increases. |
| Mathews | 14.55 | 15.42 | - | No HVAC positions; general maintenance only. |
| Mecklenburg | - | - | - | HVAC issues are handled by general maintenance staff. |
| Middlesex | - | - | - | These services are contracted out as needed. |
| Montgomery | 16.67 | 20.92 | 28.74 | Scale is 0 - 24. |
| Nelson | 15.62 | 15.62 | 18.59 | |
| New Kent | 17.85 | 20.81 | 24.88 | |

HVAC/Mechanics - Hourly Rates

Table 9

| School Division | With No Experience | With 10 Years' Experience | With 30 Years' Experience | Comments |
|-----------------|--------------------|---------------------------|---------------------------|--|
| Newport News | 15.28 | Varies | Varies | Multiple levels, and compensation may be up to 15% above the minimum for experience. |
| Norfolk | 15.08 | 16.22 | 19.36 | Rates provided are for HVAC Mechanic I classification. Different rates for HVAC Mechanic II and III. |
| Northampton | 26.25 | 28.44 | 39.32 | Rates are for HVAC. Also have mechanics and maintenance workers whose hourly rates are \$13.70, \$14.75, and \$20.36, respectively. |
| Northumberland | - | - | - | HVAC issues are handled by general maintenance staff or contracted out as needed. |
| Norton | - | - | - | No formal scale adopted for HVAC/mechanics. |
| Nottoway | 16.73 | 20.82 | 29.90 | The electricians and HVAC mechanics are the same people. |
| Orange | 9.70 | 11.61 | - | Scale tops out at Step 28 - \$15.05/per hour, then the employee would receive a longevity amount of \$300. These salaries are based on zero certifications. There are two other salary scales for staff who hold 1-2 certifications and 3+ certifications. These scales are used for all maintenance and mechanics. |
| Page | 13.86 | 14.97 | 23.08 | Rates are for maintenance staff (not solely HVAC/mechanics). |
| Patrick | 15.40 | 16.19 | 18.90 | |
| Petersburg | 15.50 | 17.73 | 22.16 | |
| Pittsylvania | 13.05 | 14.00 | 18.83 | Hourly rates are estimated based on annual rates provided by division (\$27,146, \$29,120, \$39,176, respectively). HVAC/mechanics work 260 days for 8 hours/day. Receive a supplement of \$977 for Bachelor's Degree or \$661 for Associate Degree or \$325 for at least 18 semester hours of college coursework from an accredited college. May be placed on a different scale if employee has two Master Skills or one Master Skill with endorsements or certifications, one Master Skill with two Journeyman Skills or Lead Maintenance. |
| Poquoson | 17.58 | 21.08 | 28.05 | |
| Portsmouth | - | - | - | Trades Limited: \$17.11, \$20.52, \$25.58 Trades Journey: \$18.87, \$22.64, \$28.21 Trades Senior: \$19.81, \$23.75, \$29.62 Trades Master: \$24.08, \$28.87, \$36.00 |
| Powhatan | 20.50 | 22.70 | 29.87 | |
| Prince Edward | - | - | - | HVAC work is handled by general maintenance staff. Maintenance supervisor is certified (Electrical, HVAC, Plumbing). |
| Prince George | | | | |

HVAC/Mechanics - Hourly Rates

Table 9

| School Division | With No Experience | With 10 Years' Experience | With 30 Years' Experience | Comments |
|-----------------|--------------------|---------------------------|---------------------------|--|
| Prince William | 17.87 | 21.84 | 33.54 | Rates provided are for HVAC I - Semi-skilled. Different rates for HVAC II - Semi-skilled Journeyman (\$21.32, \$26.07, \$40.02, respectively) and HVAC III - Master Level (\$23.29, \$28.48, \$43.73, respectively). All rates are averages of two shifts. |
| Pulaski | 14.50 | 16.44 | 22.36 | Master HVAC: \$15.83, \$17.98, \$24.58, respectively. |
| Radford | - | - | - | These services are contracted out as needed. |
| Rappahannock | - | - | - | These services are contracted out as needed. |
| Richmond City | - | - | - | No experience: HVAC I - \$17.37; HVAC II - \$18.69. Pay increases for current employees are based on School Board approval. Support received an increase of 1.167% effective July 1, 2016. |
| Richmond County | - | - | - | HVAC issues are handled by Director of Maintenance or contracted out as needed. |
| Roanoke City | - | - | - | No response to these questions. |
| Roanoke County | 13.90 | 15.24 | 24.42 | Based on a recent market study survey, new hires will be placed on the range based on current employees experience. |
| Rockbridge | - | - | - | No pay scale for HVAC/mechanics, only maintenance workers. Compensation would be given if hiring a licensed HVAC worker. |
| Rockingham | 12.64 | 13.89 | 20.67 | Maintenance salary scale is based on 260 days at 8 hours per day. Additional 1.40 index for shop foreman, additional 1.20 index for assistant shop foreman, additional \$1,395 for Master Mechanic. |
| Russell | | | | |
| Salem | - | - | - | HVAC/mechanics are not employed by school division. Issues are handled by the City of Salem and the school division is billed. |
| Scott | 15.48 | 17.61 | 17.61 | |
| Shenandoah | 16.72 | 19.79 | 27.71 | |
| Smyth | 15.03 | 17.69 | 19.62 | Same salary for all Maintenance Department employees. |
| Southampton | - | - | - | HVAC issues are handled by general maintenance staff. |
| Spotsylvania | 16.67 | 20.93 | 27.07 | |
| Stafford | - | - | - | Pay banding (minimum/midpoint/maximum): Journeyman and experience - \$41,621/\$52,021/\$64,501 Masters - \$44,886/\$57,221/\$69,576 |
| Staunton | - | - | - | HVAC issues handled by general maintenance staff. |
| Suffolk | 16.52 | 20.63 | 25.17 | |
| Surry | - | - | - | HVAC/Mechanics are salaried employees. HVAC annual rates: \$47,627, \$50,165, \$62,373, respectively. Mechanics annual rates: \$35,125, \$36,997, \$46,713, respectively. |
| Sussex | 12.94 | 17.80 | 22.65 | |
| Tazewell | 11.91 | 13.65 | 18.46 | Maintenance Technicians, not certified HVAC. |

HVAC/Mechanics - Hourly Rates

Table 9

| School Division | With No Experience | With 10 Years' Experience | With 30 Years' Experience | Comments |
|------------------|--------------------|---------------------------|---------------------------|--|
| Virginia Beach | 20.47 | 22.14 | 32.22 | Employees are compensated based on job-related experience; however, due to compression in scales, salary placement of current employees with the same years of experience is also reviewed to determine the salary offer. The division has level I-III HVAC Craftsmen. Rates provided are for level III positions. In addition, an allowance/stipend is provided in the amount of \$350 for a journeyman's license and \$1,000 for a master's journeyman license. |
| Warren | 10.22 | 12.43 | 22.00 | Steps |
| Washington | 14.13 | 16.30 | 19.84 | |
| Waynesboro | - | - | - | Do not hire HVAC/mechanics specifically. Maintenance staff handles the issues or services are outsourced to a vendor. |
| Westmoreland | - | - | - | Do not employ HVAC/Mechanics exclusively. Maintenance workers cover a variety of areas. |
| West Point | - | - | - | These services are outsourced as needed. |
| Williamsburg/JCC | 15.17 | - | - | Although experience is a factor, pay is based upon a grade range with a minimum of \$15.17, midpoint of \$19.73, and maximum of \$24.27. An HVAC Mechanic is paid in a grade range with a minimum of \$17.56, midpoint of \$22.84, and a maximum of \$28.11. A Lead Mechanic is paid in a grade range with a minimum of \$16.33, a midpoint of \$21.21, and a maximum of \$26.12. A Master HVAC is paid in a grade range with a minimum of \$18.91, midpoint of \$24.54, and a maximum of \$30.23. |
| Winchester | 14.78 | 19.58 | 25.54 | |
| Wise | 14.39 | 16.46 | 22.17 | |
| Wythe | - | - | - | Annual rates: \$22,135, \$28,685, \$40,111, respectively. |
| York | 16.67 | 24.50 | 25.72 | |

Plumbers - Hourly Rates

Table 10

| School Division | With No Experience | With 10 Years' Experience | With 30 Years' Experience | Comments |
|------------------|--------------------|---------------------------|---------------------------|---|
| Accomack | \$ - | \$ - | \$ - | No Plumber with 0, 10 or 30 years experience. |
| Albemarle | 16.17 | - | - | For a full-time plumbing foreman, the hourly rate varies from \$16.17 to \$26.40 depending on a variety of factors: years of relevant experience/education, job performance, and internal equity. |
| Alexandria | 19.42 | 25.34 | 32.42 | |
| Alleghany | 12.94 | 13.74 | 21.22 | |
| Amelia | - | - | - | Plumbing issues are handled by maintenance supervisor or contracted out as needed. |
| Amherst | 15.14 | 17.72 | 22.47 | |
| Appomattox | 12.35 | 12.90 | 17.04 | |
| Arlington | 18.79 | - | - | With 10 years experience, ranges from \$27.86 to \$29.76. With 30 years, ranges from \$30.97 to \$35.41. |
| Augusta | 12.82 | 15.14 | - | Scale goes to step 20 with a rate of \$20.27 per hour. |
| Bath | - | - | - | These services are contracted out as needed. |
| Bedford | - | 21.61 | - | Compensation based on market wages. |
| Bland | | | | |
| Botetourt | 13.45 | 16.80 | 27.53 | Journeyman - 260-day contract, 8 hours a day. |
| Bristol | 12.09 | - | - | Maintenance Technicians are placed on the scale based on their experience and then move at a % per year as raises are provided. Hiring range is \$12.09 - \$13.61; maximum pay is \$18.16. |
| Brunswick | 17.30 | 19.27 | 22.54 | |
| Buchanan | - | - | - | These services are contracted out as needed. |
| Buckingham | - | - | - | These services are contracted out as needed. |
| Buena Vista | - | - | - | Does not employ plumbers. |
| Campbell | - | - | - | Plumbing work is handled by general maintenance or contracted out as needed. |
| Caroline | - | - | - | Currently no plumbers on staff. |
| Carroll | 17.31 | 17.84 | 18.74 | |
| Charles City | - | - | - | Plumbing work is currently being outsourced. |
| Charlotte | - | - | - | Plumbing work is handled by maintenance department or contracted out as needed. |
| Charlottesville | - | - | - | Plumbers are contracted through the city maintenance department. |
| Chesapeake | 16.61 | 21.26 | - | Plumber II (16.61-26.55), Plumber III (17.75-28.38) |
| Chesterfield | 16.14 | 17.75 | 24.00 | Averages are displayed. Experience is used as well as other factors for salary purposes. |
| Clarke | - | - | - | These services are contracted out as needed. |
| Colonial Beach | - | - | - | These services are contracted out as needed. |
| Colonial Heights | 20.70 | 29.71 | 29.71 | |

Plumbers - Hourly Rates

Table 10

| School Division | With No Experience | With 10 Years' Experience | With 30 Years' Experience | Comments |
|----------------------|--------------------|---------------------------|---------------------------|---|
| Covington | - | - | - | Maintenance department handles basic work, major issues are contracted out as needed. |
| Craig | - | - | - | Plumbing issues are handled by general maintenance staff or contracted out as needed. |
| Culpeper | 18.43 | 21.39 | 28.81 | Salaries vary depending on certifications and level of education. Paid on Building Tech Scale. |
| Cumberland | - | - | - | Plumbers fall under maintenance which is provided by the County of Cumberland. |
| Danville | 14.70 | 17.29 | 21.09 | |
| Dickenson | - | - | - | No plumbers on staff - one employee who handles most electrical, plumbing, and HVAC issues, and he is listed under the HVAC questions. |
| Dinwiddie | - | - | - | Hourly rate range is \$18.19 - \$31.90. Employees are placed on scales based on a placement guideline. Employees move steps when increases are given, but this has not been consistent over the years. All scales are currently under revision. |
| Essex | - | - | - | Plumbing work is handled by operations & maintenance department or contracted out as needed. |
| Fairfax | 19.31 | 27.84 | 34.08 | |
| Falls Church | | | | |
| Fauquier | - | - | - | Plumbers are employed by county, not by schools. |
| Floyd | - | - | - | Plumbing issues are handled by maintenance staff. |
| Fluvanna | 18.73 | 21.37 | 30.05 | |
| Franklin City | 14.76 | 20.16 | 25.55 | |
| Franklin County | 12.58 | 15.54 | 24.79 | |
| Frederick | 16.78 | 19.45 | 30.30 | |
| Fredericksburg | 17.23 | 19.84 | 28.14 | |
| Galax | - | - | - | No separate rate for plumber only. Maintenance Director rate is \$21.41. |
| Giles | | | | |
| Gloucester | - | - | - | No response to these questions. |
| Goochland | 17.66 | 24.41 | 39.50 | |
| Grayson | - | - | - | GCPS does not have a scale for plumbers. There is a general Maintenance salary scale with additional supplementation for license. |
| Greene | 16.52 | 18.49 | 26.42 | Same as electricians. |
| Greensville/ Emporia | | | | |
| Halifax | 14.67 | 16.34 | 22.80 | |

Plumbers - Hourly Rates

Table 10

| School Division | With No Experience | With 10 Years' Experience | With 30 Years' Experience | Comments |
|-----------------|--------------------|---------------------------|---------------------------|---|
| Hampton | - | - | - | There are three different salary ranges for plumbers and new hires are placed within the appropriate range based on related experience. |
| Hanover | 16.67 | - | 31.84 | Minimum and maximum rates given. No set salary schedule for plumbers. Compensation rates are set to be externally competitive and internally equitable. Prior work experience directly and indirectly related to the position is also taken into account. |
| Harrisonburg | - | - | - | Annual contract ranging from \$23,000 to \$50,000 a year. |
| Henrico | 15.93 | - | 28.62 | The minimum and maximum of the salary range are provided. |
| Henry | 16.76 | 17.12 | 19.87 | |
| Highland | - | - | - | These services are contracted out as needed. |
| Hopewell | 13.80 | 17.92 | 29.37 | |
| Isle Of Wight | - | - | - | Maintenance is outsourced. |
| King and Queen | - | - | - | Plumbing issues are handled by general maintenance employee. |
| King George | - | - | - | Maintenance workers do basic plumbing, additional work may be contracted out as needed. |
| King William | - | - | - | Not applicable. No additional information given. |
| Lancaster | 14.86 | 17.25 | 23.23 | |
| Lee | - | - | - | Plumbing issues are handled by general maintenance staff. |
| Lexington | - | - | - | Plumbing issues are handled by the City of Lexington Public Works Department or contracted out as needed. |
| Loudoun | 20.62 | 24.84 | 39.16 | |
| Louisa | - | - | - | Presently conducting salary study for this position. Information not available at this time. |
| Lunenburg | - | - | - | No response to these questions. |
| Lynchburg | 12.42 | 13.59 | 20.95 | |
| Madison | 15.00 | 20.00 | 25.00 | |
| Manassas City | 18.63 | 23.49 | 32.72 | Plumbers with advanced license levels are paid 3 grades higher than the hourly rates identified. |
| Manassas Park | - | - | - | Maintenance work is outsourced. |
| Martinsville | - | - | - | Plumbers hired in rates are based on experience and skill sets and salary is advanced based on annual increases. |
| Mathews | 14.55 | 15.42 | - | No plumber positions; general maintenance only. |
| Mecklenburg | - | - | - | Plumbing issues are handled by general maintenance staff. |
| Middlesex | - | - | - | These services are contracted out as needed. |
| Montgomery | 14.98 | 18.79 | 25.82 | Scale is 0 - 24. |
| Nelson | 15.62 | 15.62 | 18.59 | |

Plumbers - Hourly Rates

Table 10

| School Division | With No Experience | With 10 Years' Experience | With 30 Years' Experience | Comments |
|-----------------|--------------------|---------------------------|---------------------------|---|
| New Kent | - | - | - | No scale for plumbers. Plumbing issues handled by the Director of Maintenance, who is licensed in several areas, or contracted out as needed. |
| Newport News | 15.28 | Varies | Varies | Multiple levels, and compensation may be up to 15% above the minimum for experience. |
| Norfolk | 15.08 | 16.22 | 19.36 | Rates provided are for Plumber/Pipefitter I classification. Different rates for Plumber/Pipefitter II and III. Additional stipends are available for Backflow Prevention Certification. |
| Northampton | - | - | - | Minor/routine plumbing work is handled by maintenance staff, more complex issues are contracted out as needed. |
| Northumberland | 18.20 | 22.73 | 25.41 | This is the general maintenance worker's expertise. |
| Norton | - | - | - | No formal salary scale adopted for plumbers. |
| Nottoway | 10.77 | 13.43 | 19.18 | No real plumbers are employed. General maintenance staff take care of plumbing needs. |
| Orange | - | - | - | No salary scales for plumbers, only have maintenance salary scales. |
| Page | 13.86 | 14.97 | 23.08 | Rates are for maintenance staff (not solely plumbers). |
| Patrick | 15.40 | 16.19 | 18.90 | |
| Petersburg | 15.50 | 17.73 | 22.16 | |
| Pittsylvania | 16.63 | 17.42 | 22.53 | Hourly rates are estimated based on annual rates provided by division (\$34,596, \$36,242, \$46,862, respectively). Plumbers work 260 days for 8 hours/day. Receive a supplement of \$977 for Bachelor's Degree or \$661 for Associate Degree or \$325 for at least 18 semester hours of college coursework from an accredited college. |
| Poquoson | 17.58 | 21.08 | 28.05 | |
| Portsmouth | - | - | - | Trades Limited: \$17.11, \$20.52, \$25.58 Trades Journey: \$18.87, \$22.64, \$28.21 Trades Senior: \$19.81, \$23.75, \$29.62 Trades Master: \$24.08, \$28.87, \$36.00 |
| Powhatan | - | - | - | No response to these questions. |
| Prince Edward | - | - | - | Plumbing work is handled by general maintenance staff. Maintenance supervisor is certified (Electrical, HVAC, Plumbing). |
| Prince George | | | | |
| Prince William | 17.68 | 21.61 | 33.19 | Rates provided are for Plumber I - Semi-skilled. Different rates for Plumber II - Skilled Journey Level (\$21.10, \$25.80, \$39.61, respectively) and Plumber III - Highly-skilled (\$23.05, \$28.18, \$43.28, respectively). |

Plumbers - Hourly Rates

Table 10

| School Division | With No Experience | With 10 Years' Experience | With 30 Years' Experience | Comments |
|-----------------|--------------------|---------------------------|---------------------------|--|
| Pulaski | 14.50 | 16.44 | 22.36 | Master plumbers: \$15.83, \$17.98, \$24.58, respectively. |
| Radford | - | - | - | These services are contracted out as needed. |
| Rappahannock | - | - | - | These services are contracted out as needed. |
| Richmond City | 17.37 | - | - | Pay increases for current employees are based on School Board approval. Support received an increase of 1.167% effective July 1, 2016. |
| Richmond County | - | - | - | Plumbing issues are handled by Director of Maintenance or contracted out as needed. |
| Roanoke City | - | - | - | No response to these questions. |
| Roanoke County | 13.90 | 15.24 | 20.57 | Based on a recent market study survey, new hires will be placed on the range based on current employees experience. |
| Rockbridge | - | - | - | No pay scale for plumbers, only maintenance workers. Compensation would be given if hiring a licensed plumber. |
| Rockingham | 12.64 | 13.89 | 20.67 | Maintenance salary scale is based on 260 days at 8 hours per day. Plumbers are paid a supplement in addition to this hourly/base salary rate of pay - \$3,700 for apprentice level and \$7,400 for journeyman level. |
| Russell | | | | |
| Salem | - | - | - | Plumbers are not employed by school division. Issues are handled by the City of Salem and the school division is billed. |
| Scott | 15.48 | 17.61 | 17.61 | |
| Shenandoah | 16.72 | 19.79 | 27.71 | |
| Smyth | 15.03 | 17.69 | 19.62 | Same salary for all Maintenance Department employees. |
| Southampton | - | - | - | Plumbing issues are handled by general maintenance staff. |
| Spotsylvania | 16.67 | 20.93 | 27.07 | |
| Stafford | - | - | - | Pay banding (minimum/midpoint/maximum): No certification/license - \$34,382/\$43,014/\$53,290 Journeyman and experience - \$37,856/\$47,229/\$58,614 Masters License - \$42,621/\$52,021/\$64,501 |
| Staunton | - | - | - | Plumbing issues handled by general maintenance staff. |
| Suffolk | 16.52 | 20.63 | 25.17 | |
| Surry | - | - | - | Plumbing issues handled by general maintenance staff or contracted out as needed. |
| Sussex | 12.94 | 17.80 | 22.65 | |
| Tazewell | 11.91 | 13.65 | 18.46 | Do not have plumber job title. Rated provided are for Maintenance Technicians. |

Plumbers - Hourly Rates

Table 10

| School Division | With No Experience | With 10 Years' Experience | With 30 Years' Experience | Comments |
|------------------|--------------------|---------------------------|---------------------------|---|
| Virginia Beach | 20.47 | 22.14 | 32.22 | Employees are compensated based on job-related experience; however, due to compression in scales, salary placement of current employees with the same years of experience is also reviewed to determine the salary offer. The division has level I-III Plumbing Craftsmen. Rates provided are for level III positions. In addition, an allowance/stipend is provided in the amount of \$350 for a journeyman's license and \$1,000 for a master's journeyman license. |
| Warren | 10.22 | 12.43 | 22.00 | Steps |
| Washington | 14.13 | 16.13 | 19.84 | |
| Waynesboro | - | - | - | Do not hire plumbers specifically. Maintenance staff handles the issues or services are outsourced to a vendor. |
| Westmoreland | - | - | - | Do not employ plumbers exclusively. Maintenance workers cover a variety of areas. |
| West Point | - | - | - | These services are outsourced as needed. |
| Williamsburg/JCC | 17.56 | - | - | Although experience is a factor, pay is based upon a grade range with a minimum of \$17.56, midpoint of \$22.84, and maximum of \$28.11. A Master Plumber is paid in a grade range with a minimum of \$18.91, midpoint of \$24.54, and a maximum of \$30.23. |
| Winchester | 14.78 | 19.58 | 25.54 | |
| Wise | 13.98 | 15.98 | 21.52 | |
| Wythe | - | - | - | Plumbing issues handled by maintenance staff. |
| York | 15.88 | 23.33 | 24.49 | |

Summer School 2016

Table 11

| School Division | Offered | Number of days | | | Length of day | | | Pay Rate | Pay Basis | Comments |
|-----------------|---------|--------------------|--------|------------|---------------|--------|------------|----------|-----------|---|
| | | High School | Middle | Elementary | High School | Middle | Elementary | | | |
| Accomack | Yes | 19 | 19 | N/A | 5.00 | 5.00 | N/A | \$ 20 | Hourly | |
| Albemarle | Yes | 30 | 30 | 30 | Varied | Varied | Varied | Varied | | Hours worked per day varied, up to 6.5 for all levels. Hourly rate based on years of experience as of July 1 as follows: 0-5 years=\$24.50; 6-10 years=\$25.50; 11-20 years=\$27.50; above 20 years=\$31.50. |
| Alexandria | Yes | 20 | 20 | 20 | 7.50 | 5.00 | 5.00 | 48.00 | Hourly | |
| Alleghany | Yes | 30 | 30 | 30 | 5.50 | 4.00 | 4.00 | 107.50 | Daily | Daily rate of \$107.50 for secondary teachers, \$80.00 for elementary. |
| Amelia | Yes | 28 (2 sessions) | 14 | 14 | 5.50 | 5.50 | 5.50 | 25.00 | Hourly | |
| Amherst | Yes | 22 | 22 | 22 | 4.00 | 4.00 | 4.00 | 25.00 | Hourly | |
| Appomattox | Yes | 19 | 19 | 19 | 4.00 | 4.00 | 4.00 | 125.00 | Daily | |
| Arlington | Yes | 26 | 26 | 26 | 7.00 | 5.00 | Varied | Varied | | Elementary summer school teachers worked 3.5 hours for the "strengthening" program while other teachers worked 4.5 hours for the "enrichment" program. Rates vary depending upon program and employee status. APS teachers and assistants receive their regular rate of pay, non-APS teachers receive \$32.50/hour and non-APS assistants receive \$14.52/hour. |
| Augusta | Yes | 14 | N/A | 10 | 4.00 | N/A | 4.50 | Varied | | Daily rates ranged from \$100.00-\$120.00 for teachers, \$150.00 for lead teachers. At the high school level, a Summer School Administrator was paid 3,000.00 to oversee the entire program. |
| Bath | Yes | 16 | 16 | 16 | 4.00 | 4.00 | 4.00 | 100.00 | Daily | |
| Bedford | Yes | 15 | 15 | 15 | 4.00 | 4.00 | 4.00 | 26.06 | Hourly | |
| Bland | | | | | | | | | | |
| Botetourt | Yes | 12 | N/A | 20 | 6.00 | N/A | 5.00 | 25.00 | Hourly | |
| Bristol | Yes | 26 | 26 | 26 | 6.50 | 6.50 | 5.00 | 20.00 | Hourly | |
| Brunswick | Yes | 14 | 14 | 14 | 5.50 | 5.50 | 5.50 | 25.00 | Hourly | |
| Buchanan | Yes | 20 | 20 | 20 | 5.00 | 4.00 | 4.00 | 60.00 | Daily | |
| Buckingham | Yes | 15 | 15 | 15 | 6.00 | 6.00 | 6.00 | 27.99 | Hourly | |
| Buena Vista | Yes | | | | | | | | | No additional information given. |
| Campbell | No | | | | | | | | | |
| Caroline | Yes | 20 | 20 | 20 | 5.50 | 5.50 | 5.50 | 25.00 | Hourly | One day was 6 hours, one day was 7.5 hours. |
| Carroll | Yes | 10 | 10 | 10 | 6.00 | 6.00 | 6.00 | Varied | | Teachers are paid current contracted hourly rate for summer session. |
| Charles City | Yes | 20 | N/A | 20 | 4.00 | N/A | 4.00 | 28.00 | Hourly | |
| Charlotte | Yes | 10 | 10 | 10 | 6.00 | 5.50 | 5.50 | 25.00 | Hourly | High school was a Project Graduation program. An additional summer program (21st Century Grant, non-academic) for middle school was 4 weeks for 6 hours/day (for teachers, paid \$25/hour). |
| Charlottesville | Yes | 17 | 17 | 17 | 6.00 | 5.00 | 5.00 | 34.66 | Hourly | The hourly rate for summer school teachers is based on ranges of years of experience. (0-4 \$32.45/hr; 5-9 \$34.66/hr; 10 - 14 \$37.48/hr; etc). |
| Chesapeake | Yes | 29 | 10 | 19 | 5.50 | 5.25 | 4.50 | 26.30 | Hourly | Elementary - Basic Skills, Sped Ed and LEP, Middle - Repeat classes, High - Credit bearing. Teachers worked 1 pre-service day before students began. |
| Chesterfield | Yes | 24 | 16 | 19 | 6.50 | 4.50 | 4.50 | 25.00 | Hourly | |

Summer School 2016

Table 11

| School Division | Offered | Number of days | | | Length of day | | | Pay Rate | Pay Basis | Comments |
|--------------------|---------|--------------------|--------|------------|---------------|--------|------------|----------|-----------|--|
| | | High School | Middle | Elementary | High School | Middle | Elementary | | | |
| Clarke | Yes | 34 | 34 | 34 | 4.00 | 4.00 | 4.00 | 30.00 | Hourly | |
| Colonial Beach | No | | | | | | | | | |
| Colonial Heights | Yes | 23 | N/A | 15 | 4.50 | N/A | 3.50 | Varied | | Teachers were paid hourly rate ranging from \$36 - \$41.83 based on position and step. Days/hours shown for elementary are for Pre-K program. |
| Covington | Yes | N/A | 12 | 12 | N/A | 4.50 | 4.50 | 30.00 | Hourly | Total time: 57 hrs (includes 3 hrs planning time) |
| Craig | Yes | N/A | 16 | 16 | N/A | 6.00 | 6.00 | 25.00 | Hourly | |
| Culpeper | Yes | 12 | 12 | 12 | 4.00 | 4.00 | 4.00 | 25.00 | Hourly | |
| Cumberland | Yes | 16 | 16 | 16 | 5.00 | 5.00 | 5.00 | 25.00 | Hourly | |
| Danville | Yes | 27 | 17 | 17 | 7.00 | 4.50 | 4.50 | 21.00 | Hourly | |
| Dickenson | Yes | N/A | 10 | 10 | N/A | 6.00 | 6.00 | 183.92 | Daily | Average daily rate. Summer program was only for elementary and middle school this year. |
| Dinwiddie | Yes | 19 | 19 | 19 | 5.50 | 5.00 | 0.00 | 25.00 | Hourly | |
| Essex | Yes | 16 | 16 | 16 | 5.00 | 5.00 | 5.00 | 25.00 | Hourly | |
| Fairfax | Yes | Varied | Varied | Varied | 6.50 | Varied | Varied | 45.57 | Hourly | Special Education Extended School Year (ESY), 33 days; General Education, 14-33 days. Elementary and middle school days ranged from 5 to 6.5 hours. These numbers reflect the summer school programs that are staffed through Human Resources. It is important to note that nearly every school has a separate "summer school" program. The individual school sets the number of days and hours for the program. |
| Falls Church | | | | | | | | | | |
| Fauquier | Yes | 16 | 8 | 5 | 6.50 | 4.00 | 8.00 | Varied | | Pay for total session: ES - \$2,200.00 MS - \$1,100.00 HS - \$2,400.00 |
| Floyd | Yes | 10 | 10 | 10 | 5.00 | 5.00 | 5.00 | 25.25 | Hourly | |
| Fluvanna | No | | | | | | | | | |
| Franklin City | Yes | 32 | 32 | 32 | 7.00 | 7.00 | 7.00 | 30.00 | Hourly | |
| Franklin County | Yes | 39 | 39 | 39 | 4.50 | 6.00 | 9.00 | 20.00 | Hourly | High school hours per day is average. |
| Frederick | Yes | N/A | 15 | 15 | N/A | 2.50 | 2.50 | 2,500.00 | Total | |
| Fredericksburg | Yes | 22 | 22 | 22 | 5.00 | 5.00 | 5.00 | 35.00 | Hourly | Summer session includes 20 teaching days plus 2 work days for teachers. PreK camp was 15 teaching days plus 2 work days. Master teachers were paid \$50/hour. |
| Galax | Yes | 20 (2 sessions) | 10 | 10 | 7.00 | 5.00 | 5.00 | Varied | | Percentage of daily rate based on years of experience and hours worked per day - 5 hours=75%, 7 hours=100% |
| Giles | | | | | | | | | | |
| Gloucester | Yes | 20 | 15 | 15 | 4.00 | 4.00 | 3.00 | 27.00 | Hourly | |
| Goochland | Yes | 15 | 15 | 15 | 7.50 | 7.50 | 4.50 | 30.00 | Hourly | |
| Grayson | Yes | 12 | 12 | 12 | 7.00 | 7.00 | 7.00 | Varied | | Teachers are paid regular daily rate. |
| Greene | Yes | 20 | 20 | 20 | 4.00 | 4.00 | 4.00 | 2,185.00 | Total | |
| Greenville/Emporia | | | | | | | | | | |
| Halifax | Yes | 13 | 13 | 13 | 7.50 | 7.50 | 7.50 | 201.92 | Daily | |
| Hampton | Yes | 20 | 20 | 20 | 4.50 | 4.50 | 4.50 | 25.00 | Hourly | |

Summer School 2016

Table 11

| School Division | Offered | Number of days | | | Length of day | | | Pay Rate | Pay Basis | Comments |
|-----------------|---------|--------------------|--------------------|------------|---------------|--------|------------|----------|-----------|--|
| | | High School | Middle | Elementary | High School | Middle | Elementary | | | |
| Hanover | Yes | 26 | 26 | 16 | 6.00 | 6.00 | 5.00 | 22.90 | Hourly | Total session teacher pay rates: \$1,946.50/course at ES level; \$1,923.60/academic session at MS level; \$3,847.20/course at HS level. Extended School Year - 7/11 - 8/11; 20 teaching w/2 work days; 5-hr workday; \$2,519/teacher |
| Harrisonburg | Yes | 25 | 25 | 25 | 4.00 | 4.00 | 4.00 | 24.00 | Hourly | |
| Henrico | Yes | 24 | 27 (2 sessions) | 20 | 7.00 | 6.25 | 5.25 | 24.00 | Hourly | |
| Henry | Yes | N/A | 12 | N/A | N/A | 5.00 | N/A | 20.00 | Hourly | |
| Highland | Yes | 13 | 13 | 13 | 4.00 | 4.00 | 4.00 | 100.00 | Daily | |
| Hopewell | Yes | 23 | 23 | 23 | 4.00 | 4.00 | 4.00 | 25.00 | Hourly | |
| Isle Of Wight | Yes | N/A | N/A | 8 | N/A | N/A | 8.00 | 29.00 | Hourly | |
| King and Queen | Yes | 15 | N/A | 8 | 6.00 | N/A | 4.50 | Varied | | \$30/hour for secondary; \$120 daily for elementary |
| King George | Yes | 15 | 15 | 15 | 7.00 | 4.00 | 4.50 | 25.00 | Hourly | |
| King William | Yes | 19 | 19 | 19 | 5.00 | 5.00 | 5.00 | 2,575.00 | Total | |
| Lancaster | Yes | 12 | 12 | 12 | 0.00 | 4.00 | 4.00 | 2,100.00 | Total | |
| Lee | Yes | 15 | N/A | N/A | 5.00 | N/A | N/A | 20.00 | Hourly | |
| Lexington | Yes | N/A | N/A | 16 | N/A | N/A | 3.00 | 100.00 | Daily | |
| Loudoun | Yes | 23 | 23 | 23 | 5.50 | 5.00 | 4.50 | Varied | | Does not include teacher work days. Daily rates: ES - 150.94, MS - 167.71, HS - 184.48 |
| Louisa | Yes | 20 | 20 | 20 | 4.00 | 4.00 | 4.00 | 25.00 | Hourly | |
| Lunenburg | Yes | 13 | 13 | 13 | 7.50 | 7.50 | 7.50 | 25.00 | Hourly | |
| Lynchburg | Yes | 18 | 18 | 18 | 4.50 | 4.50 | 4.50 | 26.00 | Hourly | |
| Madison | Yes | 12 | 12 | 12 | 4.00 | 4.00 | 4.00 | 125.00 | Daily | |
| Manassas City | Yes | 20 | 20 | 20 | 4.50 | 4.50 | 4.50 | 32.00 | Hourly | |
| Manassas Park | Yes | 15 | 15 | 15 | 4.50 | 4.50 | 4.50 | 30.00 | Hourly | |
| Martinsville | Yes | 14 | 12 | 11 | 6.00 | 6.00 | 6.00 | 25.00 | Hourly | |
| Mathews | No | | | | | | | | | |
| Mecklenburg | Yes | N/A | 16 | 16 | N/A | 6.00 | 6.00 | 23.00 | Hourly | |
| Middlesex | No | | | | | | | | | |
| Montgomery | Yes | 10 | 10 | 10 | 7.50 | 7.50 | 7.50 | 20.60 | Hourly | |
| Nelson | Yes | 12 | 12 | 12 | 5.50 | 5.50 | 5.50 | 150.00 | Daily | |
| New Kent | No | | | | | | | | | |
| Newport News | Yes | 28 | 28 | 28 | 7.00 | 7.00 | 7.00 | 30.42 | Hourly | Summer Administrators are paid a flat rate depending on the position. |
| Norfolk | Yes | 20 | 20 | 20 | 5.00 | 5.00 | 5.00 | 29.27 | Hourly | |
| Northampton | Yes | 21 | 21 | 21 | 5.50 | 5.50 | Varied | 25.00 | Hourly | Summer school hours include 20 instructional days and one additional work day. Elementary schools offered different types of summer school programs, varying from 4.5 hours/day to 7 hours/day. |
| Northumberland | Yes | 8 | 8 | 8 | 5.00 | 5.00 | 5.00 | 26.00 | Hourly | Remedial summer program |
| Norton | Yes | 12 | 12 | 12 | 6.00 | 6.00 | 6.00 | 20.00 | Hourly | |
| Nottoway | Yes | 15 | 15 | 15 | 4.50 | 4.50 | 4.50 | 100.00 | Daily | |
| Orange | Yes | 15 | 13 | 13 | 5.00 | 5.00 | 5.00 | 125.00 | Daily | |
| Page | Yes | 15 | 15 | 15 | 4.00 | 0.00 | 4.00 | 20.00 | Hourly | |
| Patrick | Yes | 12 | N/A | 12 | 6.50 | N/A | 6.50 | Varied | | Pay rate based on step on scale. |
| Petersburg | | | | | | | | | | No response |
| Pittsylvania | Yes | 20 (2 sessions) | 16 | 10 | 7.50 | 5.00 | 4.00 | 27.60 | Hourly | |

Summer School 2016

Table 11

| School Division | Offered | Number of days | | | Length of day | | | Pay Rate | Pay Basis | Comments |
|-----------------|---------|--------------------|--------|------------|---------------|--------|------------|----------|-----------|--|
| | | High School | Middle | Elementary | High School | Middle | Elementary | | | |
| Poquoson | Yes | 27 | 27 | 27 | 6.50 | 5.00 | 5.00 | 26.00 | Hourly | |
| Portsmouth | Yes | 27 | 19 | 19 | 5.00 | 5.00 | 5.00 | 25.00 | Hourly | |
| Powhatan | Yes | 15 | 15 | 15 | 5.75 | 5.75 | 5.75 | 26.00 | Hourly | Elementary summer school program was outsourced through PCG. |
| Prince Edward | Yes | 16 | 16 | 16 | 5.75 | 5.75 | 5.75 | 30.00 | Hourly | |
| Prince George | | | | | | | | | | |
| Prince William | Yes | 29 | 15 | 15 | 6.00 | 4.50 | 4.50 | 41.00 | Hourly | PWCS provides a robust summer program for students at all grade levels. At the elementary and middle level there is targeted remediation based on the SOL strands where our students struggle the most; at the high school level students participate in courses for credit or a two-week SOL remediation program that prepares them to take the end-of-course test at the end of the two weeks. |
| Pulaski | Yes | 10 | 10 | 10 | 6.00 | 6.00 | 6.00 | 25.00 | Hourly | |
| Radford | Yes | 11 | 11 | 11 | 7.50 | 5.00 | 3.50 | 27.08 | Hourly | |
| Rappahannock | Yes | 16 | 16 | 16 | 4.00 | 4.00 | 4.00 | 25.00 | Hourly | |
| Richmond City | Yes | 19 | 19 | 19 | 8.00 | 8.00 | 8.00 | 22.18 | Hourly | |
| Richmond County | Yes | 12 | 12 | 12 | 4.50 | 4.50 | 4.50 | 1,875.00 | Total | |
| Roanoke City | | | | | | | | | | No response |
| Roanoke County | Yes | 31 | N/A | 10 | 6.50 | N/A | 4.50 | 20.00 | Hourly | |
| Rockbridge | Yes | 25 | N/A | N/A | 5.00 | N/A | N/A | 25.00 | Hourly | Offered three different levels: new credit classes, repeat courses online, SOL remediation |
| Rockingham | Yes | 22 | 14 | 19 | 4.00 | 4.00 | 4.00 | 25.00 | Hourly | Elementary schools were 19 days (4 of the elementary schools did 29 days), middle school was 14 days, and high school was 14 days for Jump Start and 22 days for regular summer school. |
| Russell | | | | | | | | | | |
| Salem | Yes | 28 (2 sessions) | 10 | 10 | 5.00 | 5.00 | 5.00 | Varied | | Teachers are paid hourly rate, not to exceed \$36 per hour. |
| Scott | Yes | 30 | 30 | 30 | 4.00 | 4.00 | 4.00 | 20.00 | Hourly | |
| Shenandoah | Yes | 21 | 5 | 13 | 5.00 | 6.00 | 6.00 | 25.00 | Hourly | |
| Smyth | Yes | 10 | 10 | 10 | 5.00 | 5.00 | 5.00 | 20.00 | Hourly | Teachers were also paid for 2 work days (one prior and one after). |
| Southampton | Yes | 16 | 16 | 16 | Varied | 5.50 | 5.50 | Varied | | Elementary and middle school teachers were paid \$2,500 for the summer session. Hourly rate for high school teachers ranged from \$22.72 to \$24.88. Middle school was 21st Century Program. |
| Spotsylvania | Yes | 22 | 22 | 22 | 7.50 | 4.50 | 4.50 | 25.00 | Hourly | |
| Stafford | Yes | 28 | 15 | 15 | 6.25 | 3.00 | 3.00 | 33.76 | Hourly | |
| Staunton | No | | | | | | | | | |
| Suffolk | Yes | 20 | 20 | 20 | 5.00 | 5.00 | 7.00 | 31.50 | Hourly | |
| Surry | Yes | N/A | 20 | 20 | N/A | 7.50 | 7.50 | 30.00 | Hourly | |
| Sussex | Yes | 14 | 14 | 14 | 5.00 | 5.00 | 5.00 | 25.00 | Hourly | |
| Tazewell | Yes | 24 | N/A | N/A | 6.00 | N/A | N/A | Varied | | Paid per individual teacher salary schedule, based on years of experience |
| Virginia Beach | Yes | 30 | 28 | N/A | 6.00 | 5.00 | N/A | 30.00 | Hourly | |
| Warren | Yes | 21 | N/A | N/A | 7.50 | N/A | N/A | 25.00 | Hourly | |
| Washington | Yes | 12 | 12 | 12 | 5.25 | 5.25 | 5.25 | 114.58 | Daily | |

Summer School 2016

Table 11

| School Division | Offered | Number of days | | | Length of day | | | Pay Rate | Pay Basis | Comments |
|------------------|---------|----------------|--------|------------|---------------|--------|------------|--------------|-----------|--|
| | | High School | Middle | Elementary | High School | Middle | Elementary | | | |
| Waynesboro | Yes | 15 | 15 | 15 | 2.00 | 7.00 | 3.50 | 25.00 | Hourly | |
| Westmoreland | Yes | N/A | 12 | 12 | N/A | 8.00 | 8.00 | See comments | | Summer program for 2016 was built into the teachers' regular 200-day contract. |
| West Point | Yes | 10 | 10 | 10 | 8.00 | 8.00 | 8.00 | 2,000.00 | Total | |
| Williamsburg/JCC | Yes | Varied | Varied | Varied | Varied | Varied | Varied | Varied | | Because various summer school formats were in operation, to include online offerings, it would be very difficult to provide meaningful responses regarding hours/day and teacher rates of pay. |
| Winchester | Yes | 10 | 10 | 10 | 5.50 | 5.50 | 5.50 | 30.00 | Hourly | Teachers work 11.5 hours on first day of summer school, 5.5 hours on all remaining days. |
| Wise | Yes | 20 | 20 | 20 | 7.00 | 7.00 | 7.00 | 173.30 | Daily | |
| Wythe | Yes | 24 | N/A | N/A | 6.00 | N/A | N/A | 25.25 | Hourly | |
| York | Yes | 20 | 20 | 20 | 4.00 | 4.00 | 4.00 | 28.00 | Hourly | |

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