



Employing highly qualified teachers and committed school staff members is fundamental to the success of our students.

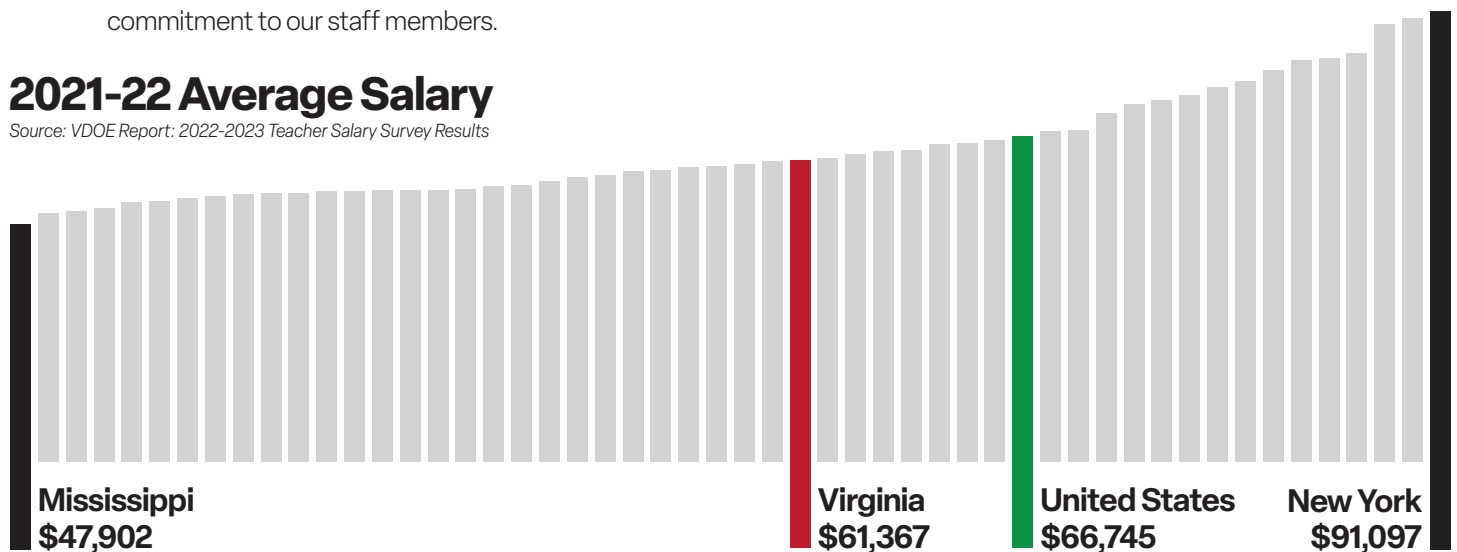
## Join us in advocating for:

### 1 Competitive salaries that demonstrate to our staff that we value their worth.

Together, we believe Virginia can lead the nation in valuing our school staff, heralding the resources needed to attract and retain top talent in an ever more-competitive market. With more teachers leaving the profession and fewer entering, a 3 percent salary increase, minimally, is necessary to underscore the value of and our commitment to our staff members.

### 2021-22 Average Salary

Source: VDOE Report: 2022-2023 Teacher Salary Survey Results



“Recent spending increases have been more than offset by inflation, which has outpaced state SOQ spending during the last two years.”

– December 2023 JLARC report

### 2 Sufficient staffing levels that meet the needs of all students.

Instrumental roles in our schools are not recognized for their importance in the current funding mechanism. State-funded staffing ratios do not provide for quality educational environments and the more than decade-old support cap hampers divisions’ ability to staff at levels appropriate to meet student needs.

#### Removing the cap on state funding provided for critical support positions

would prove Virginia’s commitment to investing in student success and teacher retention by providing essential support in the classroom.

#### Assistant Principals

28

Employed by  
WJCC Schools

10.36

State-funded  
salaries

#### School Counselors

47

Employed by  
WJCC Schools

35.74

State-funded  
salaries

#### Instructional Aides

175

Employed by  
WJCC Schools

35.23

State-funded  
salaries

A July 2023 JLARC report indicated “Virginia divisions receive less funding than what three Virginia-specific funding benchmark models suggest is needed to provide students a quality education ... divisions were estimated to need 6 percent to over 30 percent more funding.” The same report later noted “models estimated Virginia should provide 66 percent to 93 percent more funding than the SOQ formula’s calculations.”