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

<table>
<thead>
<tr>
<th>State</th>
<th>Average Salary</th>
</tr>
</thead>
<tbody>
<tr>
<td>Mississippi</td>
<td>$47,902</td>
</tr>
<tr>
<td>Virginia</td>
<td>$61,367</td>
</tr>
<tr>
<td>United States</td>
<td>$66,745</td>
</tr>
<tr>
<td>New York</td>
<td>$91,097</td>
</tr>
</tbody>
</table>

   “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.

   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.”

   **Employment and Salaries**
   - **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