

NEWPORT NEWS PUBLIC SCHOOLS
 TEACHER GRADE 35A
 BACHELORS DEGREE

STEP	192 Day* ANNUAL SALARY	195 DAY ANNUAL SALARY	197 DAY ANNUAL SALARY	202 DAY ANNUAL SALARY	212 DAY ANNUAL SALARY	220 DAY ANNUAL SALARY	245 DAY ANNUAL SALARY	** LEAD TEACHER
0	\$ 38,400	\$ 39,000	\$ 39,400	\$ 40,400	\$ 42,400	\$ 44,000	\$ 49,000	\$ 42,824
1	\$ 38,657	\$ 39,261	\$ 39,664	\$ 40,671	\$ 42,684	\$ 44,295	\$ 49,328	\$ 43,111
2	\$ 38,916	\$ 39,524	\$ 39,929	\$ 40,943	\$ 42,970	\$ 44,591	\$ 49,658	\$ 43,399
3	\$ 39,310	\$ 39,925	\$ 40,334	\$ 41,358	\$ 43,405	\$ 45,043	\$ 50,162	\$ 43,839
4	\$ 39,704	\$ 40,324	\$ 40,738	\$ 41,771	\$ 43,840	\$ 43,840	\$ 50,663	\$ 44,278
5	\$ 40,101	\$ 40,728	\$ 41,145	\$ 42,190	\$ 44,278	\$ 45,949	\$ 51,170	\$ 44,709
6	\$ 40,502	\$ 41,134	\$ 41,556	\$ 42,611	\$ 44,721	\$ 46,408	\$ 51,682	\$ 45,156
7	\$ 41,109	\$ 41,751	\$ 42,180	\$ 43,250	\$ 45,391	\$ 47,104	\$ 52,457	\$ 45,833
8	\$ 41,726	\$ 42,378	\$ 42,812	\$ 43,899	\$ 46,072	\$ 47,811	\$ 53,244	\$ 46,521
9	\$ 42,352	\$ 43,013	\$ 43,455	\$ 44,558	\$ 46,764	\$ 48,528	\$ 54,042	\$ 47,219
10	\$ 42,987	\$ 43,659	\$ 44,106	\$ 45,226	\$ 47,465	\$ 49,256	\$ 54,853	\$ 47,927
11	\$ 43,632	\$ 44,313	\$ 44,768	\$ 45,905	\$ 48,177	\$ 49,995	\$ 55,676	\$ 48,646
12	\$ 44,286	\$ 44,978	\$ 45,440	\$ 46,593	\$ 48,899	\$ 50,745	\$ 56,511	\$ 49,376
13	\$ 44,951	\$ 45,653	\$ 46,121	\$ 47,292	\$ 49,633	\$ 51,506	\$ 57,359	\$ 50,116
14	\$ 45,625	\$ 46,338	\$ 46,813	\$ 48,001	\$ 50,377	\$ 52,278	\$ 58,219	\$ 50,881
15	\$ 46,309	\$ 47,033	\$ 47,515	\$ 48,721	\$ 51,133	\$ 53,063	\$ 59,092	\$ 51,631
16	\$ 47,004	\$ 47,738	\$ 48,228	\$ 49,452	\$ 51,900	\$ 53,858	\$ 59,979	\$ 52,406
17	\$ 47,709	\$ 48,454	\$ 48,951	\$ 50,194	\$ 52,678	\$ 54,666	\$ 60,878	\$ 53,205
18	\$ 48,424	\$ 49,181	\$ 49,686	\$ 50,947	\$ 53,469	\$ 55,486	\$ 61,792	\$ 53,990
19	\$ 49,151	\$ 49,919	\$ 50,431	\$ 51,711	\$ 54,271	\$ 56,319	\$ 62,719	\$ 54,813
20	\$ 49,888	\$ 50,667	\$ 51,187	\$ 52,486	\$ 55,085	\$ 57,163	\$ 63,659	\$ 55,621
21	\$ 50,636	\$ 51,428	\$ 51,955	\$ 53,274	\$ 55,911	\$ 58,021	\$ 64,614	\$ 56,470
22	\$ 51,396	\$ 52,199	\$ 52,734	\$ 54,073	\$ 56,750	\$ 58,891	\$ 65,583	\$ 57,302
23	\$ 52,167	\$ 52,982	\$ 53,525	\$ 54,884	\$ 57,601	\$ 59,775	\$ 66,567	\$ 58,162
24	\$ 52,949	\$ 53,777	\$ 54,328	\$ 55,707	\$ 58,465	\$ 60,671	\$ 67,566	\$ 59,034
25	\$ 53,744	\$ 54,584	\$ 55,143	\$ 56,543	\$ 59,342	\$ 61,581	\$ 68,579	\$ 59,920
26	\$ 54,550	\$ 55,402	\$ 55,970	\$ 57,391	\$ 60,232	\$ 62,505	\$ 69,608	\$ 60,819
27	\$ 55,368	\$ 56,233	\$ 56,810	\$ 58,252	\$ 61,136	\$ 63,443	\$ 70,652	\$ 61,747
28	\$ 56,199	\$ 57,077	\$ 57,662	\$ 59,126	\$ 62,053	\$ 64,394	\$ 71,712	\$ 62,657
29	\$ 57,042	\$ 57,933	\$ 58,527	\$ 60,013	\$ 62,983	\$ 65,360	\$ 72,787	\$ 63,597
30	\$ 57,897	\$ 58,802	\$ 59,405	\$ 60,912	\$ 63,928	\$ 66,341	\$ 73,879	\$ 64,551
31	\$ 58,766	\$ 59,684	\$ 60,296	\$ 61,827	\$ 64,887	\$ 67,336	\$ 74,987	\$ 65,536

*Standard teacher contract length.

**202 days

Revised 7/14/2008

NEWPORT NEWS PUBLIC SCHOOLS
 TEACHER GRADE 37A
 MASTERS DEGREE

STEP	192 DAY* ANNUAL SALARY	195 DAY ANNUAL SALARY	197 DAY ANNUAL SALARY	202 DAY ANNUAL SALARY	212 DAY ANNUAL SALARY	220 DAY ANNUAL SALARY	245 DAY ANNUAL SALARY	** LEAD TEACHER
0	\$ 41,088	\$ 41,730	\$ 42,158	\$ 43,228	\$ 45,368	\$ 47,080	\$ 52,430	\$ 45,822
1	\$ 41,363	\$ 42,010	\$ 42,440	\$ 43,518	\$ 45,672	\$ 47,395	\$ 52,781	\$ 46,129
2	\$ 41,640	\$ 42,291	\$ 42,724	\$ 43,809	\$ 45,978	\$ 47,713	\$ 53,135	\$ 46,437
3	\$ 42,062	\$ 42,719	\$ 43,157	\$ 44,253	\$ 46,443	\$ 48,196	\$ 53,673	\$ 46,908
4	\$ 42,483	\$ 43,147	\$ 43,589	\$ 44,696	\$ 46,908	\$ 48,678	\$ 54,210	\$ 47,365
5	\$ 42,908	\$ 43,578	\$ 44,025	\$ 45,143	\$ 47,377	\$ 49,165	\$ 54,752	\$ 47,839
6	\$ 43,337	\$ 44,014	\$ 44,465	\$ 45,594	\$ 47,851	\$ 49,657	\$ 55,299	\$ 48,329
7	\$ 43,987	\$ 44,674	\$ 45,132	\$ 46,278	\$ 48,569	\$ 50,402	\$ 56,129	\$ 49,042
8	\$ 44,647	\$ 45,344	\$ 45,809	\$ 46,972	\$ 49,297	\$ 51,158	\$ 56,971	\$ 49,777
9	\$ 45,316	\$ 46,024	\$ 46,496	\$ 47,676	\$ 50,036	\$ 51,924	\$ 57,825	\$ 50,524
10	\$ 45,996	\$ 46,715	\$ 47,194	\$ 48,392	\$ 50,787	\$ 52,704	\$ 58,693	\$ 51,282
11	\$ 46,686	\$ 47,415	\$ 47,902	\$ 49,118	\$ 51,549	\$ 53,494	\$ 59,573	\$ 52,051
12	\$ 47,386	\$ 48,126	\$ 48,620	\$ 49,854	\$ 52,322	\$ 54,297	\$ 60,467	\$ 52,832
13	\$ 48,097	\$ 48,848	\$ 49,350	\$ 50,602	\$ 53,107	\$ 55,111	\$ 61,374	\$ 53,624
14	\$ 48,818	\$ 49,581	\$ 50,090	\$ 51,361	\$ 53,904	\$ 55,938	\$ 62,294	\$ 54,429
15	\$ 49,551	\$ 50,325	\$ 50,841	\$ 52,132	\$ 54,713	\$ 56,777	\$ 63,229	\$ 55,245
16	\$ 50,294	\$ 51,080	\$ 51,604	\$ 52,913	\$ 55,533	\$ 57,629	\$ 64,177	\$ 56,074
17	\$ 51,048	\$ 51,846	\$ 52,378	\$ 53,707	\$ 56,366	\$ 58,493	\$ 65,139	\$ 56,915
18	\$ 51,814	\$ 52,624	\$ 53,164	\$ 54,513	\$ 57,211	\$ 59,370	\$ 66,117	\$ 57,769
19	\$ 52,591	\$ 53,413	\$ 53,960	\$ 55,330	\$ 58,070	\$ 60,261	\$ 67,109	\$ 58,635
20	\$ 53,380	\$ 54,214	\$ 54,770	\$ 56,160	\$ 58,941	\$ 61,165	\$ 68,115	\$ 59,515
21	\$ 54,181	\$ 55,028	\$ 55,592	\$ 57,003	\$ 59,825	\$ 62,082	\$ 69,137	\$ 60,408
22	\$ 54,994	\$ 55,853	\$ 56,426	\$ 57,858	\$ 60,722	\$ 63,014	\$ 70,175	\$ 61,314
23	\$ 55,819	\$ 56,691	\$ 57,272	\$ 58,726	\$ 61,633	\$ 63,959	\$ 71,227	\$ 62,233
24	\$ 56,656	\$ 57,541	\$ 58,131	\$ 59,607	\$ 62,558	\$ 64,918	\$ 72,295	\$ 63,167
25	\$ 57,506	\$ 58,404	\$ 59,003	\$ 60,501	\$ 63,496	\$ 65,892	\$ 73,380	\$ 64,114
26	\$ 58,368	\$ 59,280	\$ 59,888	\$ 61,408	\$ 64,448	\$ 66,880	\$ 74,480	\$ 65,076
27	\$ 59,244	\$ 60,169	\$ 60,787	\$ 62,330	\$ 65,415	\$ 67,884	\$ 75,598	\$ 66,052
28	\$ 60,132	\$ 61,072	\$ 61,698	\$ 63,264	\$ 66,396	\$ 68,902	\$ 76,731	\$ 67,043
29	\$ 61,034	\$ 61,988	\$ 62,623	\$ 64,213	\$ 67,392	\$ 69,935	\$ 77,883	\$ 68,049
30	\$ 61,950	\$ 62,918	\$ 63,563	\$ 65,177	\$ 68,403	\$ 70,984	\$ 79,051	\$ 69,069
31	\$ 62,879	\$ 63,861	\$ 64,517	\$ 66,154	\$ 69,429	\$ 72,049	\$ 80,237	\$ 70,105

*Standard teacher contract length.

**202 days

NEWPORT NEWS PUBLIC SCHOOLS
 TEACHER GRADE 38A
 MASTERS + DEGREE

STEP	192 Day* ANNUAL SALARY	195 DAY ANNUAL SALARY	197 DAY ANNUAL SALARY	202 DAY ANNUAL SALARY	212 DAY ANNUAL SALARY	220 DAY ANNUAL SALARY	245 DAY ANNUAL SALARY	** LEAD TEACHER
0	\$ 42,526	\$ 43,191	\$ 43,634	\$ 44,741	\$ 46,956	\$ 48,728	\$ 54,265	\$ 47,425
1	\$ 42,811	\$ 43,480	\$ 43,926	\$ 45,041	\$ 47,270	\$ 49,054	\$ 54,629	\$ 47,743
2	\$ 43,098	\$ 43,771	\$ 44,220	\$ 45,342	\$ 47,587	\$ 49,383	\$ 54,994	\$ 48,063
3	\$ 43,534	\$ 44,215	\$ 44,668	\$ 45,802	\$ 48,069	\$ 49,883	\$ 55,552	\$ 48,550
4	\$ 43,970	\$ 44,657	\$ 45,115	\$ 46,260	\$ 48,550	\$ 50,382	\$ 56,107	\$ 49,035
5	\$ 44,409	\$ 45,103	\$ 45,566	\$ 46,722	\$ 49,035	\$ 50,886	\$ 56,668	\$ 49,526
6	\$ 44,854	\$ 45,554	\$ 46,022	\$ 47,190	\$ 49,526	\$ 51,395	\$ 57,235	\$ 50,021
7	\$ 45,226	\$ 46,238	\$ 46,712	\$ 47,897	\$ 50,269	\$ 52,166	\$ 58,093	\$ 50,771
8	\$ 46,209	\$ 46,931	\$ 47,413	\$ 48,616	\$ 51,023	\$ 52,948	\$ 58,965	\$ 51,533
9	\$ 46,902	\$ 47,635	\$ 48,124	\$ 49,345	\$ 51,788	\$ 53,742	\$ 59,849	\$ 52,306
10	\$ 47,606	\$ 48,350	\$ 48,846	\$ 50,085	\$ 52,565	\$ 54,548	\$ 60,747	\$ 53,090
11	\$ 48,320	\$ 49,075	\$ 49,578	\$ 50,837	\$ 53,353	\$ 55,367	\$ 61,658	\$ 53,873
12	\$ 49,045	\$ 49,811	\$ 50,322	\$ 51,599	\$ 54,154	\$ 56,197	\$ 62,583	\$ 54,695
13	\$ 49,780	\$ 50,558	\$ 51,077	\$ 52,373	\$ 54,966	\$ 57,040	\$ 63,522	\$ 55,516
14	\$ 50,527	\$ 51,317	\$ 51,843	\$ 53,159	\$ 55,790	\$ 57,896	\$ 64,475	\$ 56,348
15	\$ 51,285	\$ 52,086	\$ 52,621	\$ 53,956	\$ 56,627	\$ 58,764	\$ 65,442	\$ 57,194
16	\$ 52,054	\$ 52,868	\$ 53,410	\$ 54,765	\$ 57,477	\$ 59,646	\$ 66,423	\$ 58,051
17	\$ 52,835	\$ 53,661	\$ 54,211	\$ 55,587	\$ 58,339	\$ 60,540	\$ 67,420	\$ 58,907
18	\$ 53,628	\$ 54,466	\$ 55,024	\$ 56,421	\$ 59,214	\$ 61,448	\$ 68,431	\$ 59,806
19	\$ 54,432	\$ 55,283	\$ 55,850	\$ 57,267	\$ 60,102	\$ 62,370	\$ 69,458	\$ 60,703
20	\$ 55,249	\$ 56,112	\$ 56,687	\$ 58,126	\$ 61,004	\$ 63,306	\$ 70,499	\$ 61,614
21	\$ 56,077	\$ 56,953	\$ 57,538	\$ 58,998	\$ 61,919	\$ 64,255	\$ 71,557	\$ 62,538
22	\$ 56,918	\$ 57,808	\$ 58,401	\$ 59,883	\$ 62,847	\$ 65,219	\$ 72,630	\$ 63,460
23	\$ 57,772	\$ 58,675	\$ 59,277	\$ 60,781	\$ 63,790	\$ 66,197	\$ 73,720	\$ 64,428
24	\$ 58,639	\$ 59,555	\$ 60,166	\$ 61,693	\$ 64,747	\$ 67,190	\$ 74,826	\$ 65,394
25	\$ 59,518	\$ 60,448	\$ 61,068	\$ 62,618	\$ 65,718	\$ 68,198	\$ 75,948	\$ 66,375
26	\$ 60,411	\$ 61,355	\$ 61,984	\$ 63,557	\$ 66,704	\$ 69,221	\$ 77,087	\$ 67,354
27	\$ 61,317	\$ 62,275	\$ 62,914	\$ 64,511	\$ 67,705	\$ 70,259	\$ 78,243	\$ 68,382
28	\$ 62,237	\$ 63,210	\$ 63,858	\$ 65,479	\$ 68,720	\$ 71,313	\$ 79,417	\$ 69,407
29	\$ 63,171	\$ 64,158	\$ 64,816	\$ 66,461	\$ 69,751	\$ 72,383	\$ 80,608	\$ 70,430
30	\$ 64,118	\$ 65,120	\$ 65,788	\$ 67,458	\$ 70,797	\$ 73,469	\$ 81,818	\$ 71,505
31	\$ 65,080	\$ 66,097	\$ 66,775	\$ 68,470	\$ 71,859	\$ 74,571	\$ 83,045	\$ 72,578

*Standard teacher contract length.

**202 days

NEWPORT NEWS PUBLIC SCHOOLS
 TEACHER GRADE 39A
 DOCTORATE

STEP	192 Day* ANNUAL SALARY	195 DAY ANNUAL SALARY	197 DAY ANNUAL SALARY	202 DAY ANNUAL SALARY	212 DAY ANNUAL SALARY	220 DAY ANNUAL SALARY	245 DAY ANNUAL SALARY	LEAD TEACHER**
0	\$ 44,014	\$ 44,702	\$ 45,161	\$ 46,307	\$ 48,599	\$ 50,433	\$ 56,164	\$ 49,085
1	\$ 44,309	\$ 45,002	\$ 45,463	\$ 46,617	\$ 48,925	\$ 50,771	\$ 56,541	\$ 49,414
2	\$ 44,606	\$ 45,303	\$ 45,768	\$ 46,929	\$ 49,252	\$ 51,111	\$ 56,919	\$ 49,745
3	\$ 45,058	\$ 45,762	\$ 46,231	\$ 47,405	\$ 49,752	\$ 51,629	\$ 57,496	\$ 50,249
4	\$ 45,509	\$ 46,220	\$ 46,694	\$ 47,879	\$ 50,249	\$ 52,146	\$ 58,071	\$ 50,752
5	\$ 45,964	\$ 46,682	\$ 47,161	\$ 48,358	\$ 50,752	\$ 52,667	\$ 58,652	\$ 51,259
6	\$ 46,423	\$ 47,149	\$ 47,632	\$ 48,841	\$ 51,259	\$ 53,193	\$ 59,238	\$ 51,772
7	\$ 47,120	\$ 47,856	\$ 48,347	\$ 49,574	\$ 52,028	\$ 53,991	\$ 60,127	\$ 52,548
8	\$ 47,827	\$ 48,574	\$ 49,072	\$ 50,317	\$ 52,808	\$ 54,801	\$ 61,029	\$ 53,337
9	\$ 48,544	\$ 49,302	\$ 49,808	\$ 51,072	\$ 53,601	\$ 55,623	\$ 61,944	\$ 54,123
10	\$ 49,272	\$ 50,042	\$ 50,555	\$ 51,838	\$ 54,405	\$ 56,458	\$ 62,873	\$ 54,949
11	\$ 50,011	\$ 50,793	\$ 51,314	\$ 52,616	\$ 55,221	\$ 57,304	\$ 63,816	\$ 55,773
12	\$ 50,761	\$ 51,554	\$ 52,083	\$ 53,405	\$ 56,049	\$ 58,164	\$ 64,773	\$ 56,609
13	\$ 51,523	\$ 52,328	\$ 52,864	\$ 54,206	\$ 56,890	\$ 59,036	\$ 65,745	\$ 57,459
14	\$ 52,296	\$ 53,113	\$ 53,657	\$ 55,019	\$ 57,743	\$ 59,922	\$ 66,731	\$ 58,320
15	\$ 53,080	\$ 53,909	\$ 54,462	\$ 55,845	\$ 58,609	\$ 60,821	\$ 67,732	\$ 59,195
16	\$ 53,876	\$ 54,718	\$ 55,279	\$ 56,682	\$ 59,488	\$ 61,733	\$ 68,748	\$ 60,083
17	\$ 54,684	\$ 55,539	\$ 56,108	\$ 57,533	\$ 60,381	\$ 62,659	\$ 69,780	\$ 60,984
18	\$ 55,505	\$ 56,372	\$ 56,950	\$ 58,396	\$ 61,286	\$ 63,599	\$ 70,826	\$ 61,899
19	\$ 56,337	\$ 57,217	\$ 57,804	\$ 59,271	\$ 62,206	\$ 64,553	\$ 71,889	\$ 62,828
20	\$ 57,182	\$ 58,076	\$ 58,671	\$ 60,161	\$ 63,139	\$ 65,521	\$ 72,967	\$ 63,770
21	\$ 58,040	\$ 58,947	\$ 59,551	\$ 61,063	\$ 64,086	\$ 66,504	\$ 74,061	\$ 64,727
22	\$ 58,911	\$ 59,831	\$ 60,445	\$ 61,979	\$ 65,047	\$ 67,502	\$ 75,172	\$ 65,698
23	\$ 59,794	\$ 60,729	\$ 61,351	\$ 62,909	\$ 66,023	\$ 68,514	\$ 76,300	\$ 66,683
24	\$ 60,691	\$ 61,639	\$ 62,272	\$ 63,852	\$ 67,013	\$ 69,542	\$ 77,444	\$ 67,683
25	\$ 61,602	\$ 62,564	\$ 63,206	\$ 64,810	\$ 68,018	\$ 70,585	\$ 78,606	\$ 68,699
26	\$ 62,526	\$ 63,503	\$ 64,154	\$ 65,782	\$ 69,039	\$ 71,644	\$ 79,786	\$ 69,729
27	\$ 63,463	\$ 64,455	\$ 65,116	\$ 66,769	\$ 70,074	\$ 72,719	\$ 80,982	\$ 70,775
28	\$ 64,415	\$ 65,422	\$ 66,093	\$ 67,770	\$ 71,125	\$ 73,809	\$ 82,197	\$ 71,837
29	\$ 65,382	\$ 66,403	\$ 67,084	\$ 68,787	\$ 72,192	\$ 74,917	\$ 83,430	\$ 72,914
30	\$ 66,362	\$ 67,399	\$ 68,091	\$ 69,819	\$ 73,275	\$ 76,040	\$ 84,681	\$ 74,008
31	\$ 67,358	\$ 68,410	\$ 69,112	\$ 70,866	\$ 74,374	\$ 77,181	\$ 85,951	\$ 75,118

*Standard teacher contract length.

**202 days