

NEWPORT NEWS PUBLIC SCHOOLS
 TEACHER GRADE 35A
 BACHELORS DEGREE
 2011-2012 School Year

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	202 DAY ANNUAL SALARY
0	\$ 38,205	\$ 38,802	\$ 39,200	\$ 40,195	\$ 42,185	\$ 43,777	\$ 48,751	LEAD TEACHER SECONDARY
1	\$ 38,380	\$ 38,980	\$ 39,379	\$ 40,379	\$ 42,378	\$ 43,977	\$ 48,974	
2	\$ 38,765	\$ 39,371	\$ 39,775	\$ 40,784	\$ 42,803	\$ 44,418	\$ 49,466	
3	\$ 38,800	\$ 39,406	\$ 39,810	\$ 40,821	\$ 42,842	\$ 44,458	\$ 49,510	\$ 43,270
4	\$ 39,044	\$ 39,654	\$ 40,060	\$ 41,077	\$ 43,111	\$ 44,737	\$ 49,821	\$ 43,542
5	\$ 39,305	\$ 39,919	\$ 40,329	\$ 41,352	\$ 43,399	\$ 45,037	\$ 50,155	\$ 43,833
6	\$ 39,703	\$ 40,323	\$ 40,737	\$ 41,771	\$ 43,839	\$ 45,493	\$ 50,663	\$ 44,277
7	\$ 40,101	\$ 40,728	\$ 41,145	\$ 42,190	\$ 44,278	\$ 45,949	\$ 51,171	\$ 44,721
8	\$ 40,502	\$ 41,135	\$ 41,557	\$ 42,611	\$ 44,721	\$ 46,409	\$ 51,682	\$ 45,168
9	\$ 40,907	\$ 41,546	\$ 41,972	\$ 43,038	\$ 45,168	\$ 46,873	\$ 52,199	\$ 45,620
10	\$ 41,520	\$ 42,169	\$ 42,601	\$ 43,683	\$ 45,845	\$ 47,575	\$ 52,981	\$ 46,304
11	\$ 42,143	\$ 42,802	\$ 43,241	\$ 44,338	\$ 46,533	\$ 48,289	\$ 53,777	\$ 46,999
12	\$ 42,776	\$ 43,444	\$ 43,889	\$ 45,003	\$ 47,231	\$ 49,014	\$ 54,583	\$ 47,704
13	\$ 43,417	\$ 44,095	\$ 44,548	\$ 45,678	\$ 47,939	\$ 49,748	\$ 55,402	\$ 48,419
14	\$ 44,068	\$ 44,757	\$ 45,216	\$ 46,364	\$ 48,659	\$ 50,495	\$ 56,233	\$ 49,145
15	\$ 44,729	\$ 45,428	\$ 45,894	\$ 47,058	\$ 49,388	\$ 51,252	\$ 57,076	\$ 49,882
16	\$ 45,401	\$ 46,110	\$ 46,583	\$ 47,765	\$ 50,130	\$ 52,021	\$ 57,933	\$ 50,631
17	\$ 46,081	\$ 46,801	\$ 47,281	\$ 48,481	\$ 50,881	\$ 52,801	\$ 58,802	\$ 51,390
18	\$ 46,772	\$ 47,503	\$ 47,990	\$ 49,208	\$ 51,644	\$ 53,593	\$ 59,683	\$ 52,161
19	\$ 47,474	\$ 48,216	\$ 48,710	\$ 49,947	\$ 52,419	\$ 54,397	\$ 60,579	\$ 52,943
20	\$ 48,186	\$ 48,939	\$ 49,441	\$ 50,696	\$ 53,205	\$ 55,213	\$ 61,487	\$ 53,738
21	\$ 48,908	\$ 49,672	\$ 50,182	\$ 51,456	\$ 54,003	\$ 56,041	\$ 62,409	\$ 54,543
22	\$ 49,643	\$ 50,418	\$ 50,935	\$ 52,228	\$ 54,814	\$ 56,882	\$ 63,346	\$ 55,362
23	\$ 50,387	\$ 51,174	\$ 51,699	\$ 53,011	\$ 55,636	\$ 57,735	\$ 64,296	\$ 56,192
24	\$ 51,142	\$ 51,941	\$ 52,474	\$ 53,806	\$ 56,470	\$ 58,601	\$ 65,260	\$ 57,034
25	\$ 51,910	\$ 52,721	\$ 53,262	\$ 54,614	\$ 57,317	\$ 59,480	\$ 66,239	\$ 57,890
26	\$ 52,689	\$ 53,512	\$ 54,061	\$ 55,433	\$ 58,177	\$ 60,372	\$ 67,233	\$ 58,759
27	\$ 53,478	\$ 54,314	\$ 54,871	\$ 56,264	\$ 59,049	\$ 61,277	\$ 68,241	\$ 59,640
28	\$ 54,281	\$ 55,130	\$ 55,695	\$ 57,109	\$ 59,936	\$ 62,197	\$ 69,265	\$ 60,535
29	\$ 55,096	\$ 55,956	\$ 56,530	\$ 57,965	\$ 60,835	\$ 63,130	\$ 70,304	\$ 61,443
30	\$ 55,922	\$ 56,795	\$ 57,378	\$ 58,834	\$ 61,747	\$ 64,077	\$ 71,358	\$ 62,364
**31	\$ 56,761	\$ 57,648	\$ 58,239	\$ 59,717	\$ 62,674	\$ 65,039	\$ 72,429	\$ 63,300

*Standard teacher contract length.

** Eligible employees that are currently on Step 31 of the Teacher Pay Scale will receive the School Board approved increase for the 2011-2012 school year applied to their current annual salary.

NEWPORT NEWS PUBLIC SCHOOLS
 TEACHER GRADE 37A
 MASTERS DEGREE
 2011-2012 School Year

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	202 DAY ANNUAL SALARY
0	\$ 40,879	\$ 41,518	\$ 41,944	\$ 43,008	\$ 45,138	\$ 46,841	\$ 52,164	LEAD
1	\$ 41,067	\$ 41,708	\$ 42,136	\$ 43,205	\$ 45,344	\$ 47,055	\$ 52,403	TEACHER
2	\$ 41,479	\$ 42,127	\$ 42,559	\$ 43,639	\$ 45,799	\$ 47,528	\$ 52,928	SECONDARY
3	\$ 41,516	\$ 42,165	\$ 42,597	\$ 43,678	\$ 45,841	\$ 47,570	\$ 52,976	\$ 46,299
4	\$ 41,777	\$ 42,429	\$ 42,865	\$ 43,952	\$ 46,128	\$ 47,869	\$ 53,309	\$ 46,590
5	\$ 42,057	\$ 42,714	\$ 43,152	\$ 44,247	\$ 46,437	\$ 48,190	\$ 53,666	\$ 46,902
6	\$ 42,482	\$ 43,146	\$ 43,589	\$ 44,695	\$ 46,908	\$ 48,678	\$ 54,209	\$ 47,377
7	\$ 42,908	\$ 43,579	\$ 44,026	\$ 45,143	\$ 47,378	\$ 49,166	\$ 54,753	\$ 47,851
8	\$ 43,337	\$ 44,014	\$ 44,466	\$ 45,594	\$ 47,851	\$ 49,657	\$ 55,300	\$ 48,330
9	\$ 43,771	\$ 44,454	\$ 44,910	\$ 46,050	\$ 48,330	\$ 50,154	\$ 55,853	\$ 48,813
10	\$ 44,426	\$ 45,121	\$ 45,583	\$ 46,740	\$ 49,054	\$ 50,905	\$ 56,690	\$ 49,545
11	\$ 45,093	\$ 45,798	\$ 46,268	\$ 47,442	\$ 49,791	\$ 51,669	\$ 57,541	\$ 50,288
12	\$ 45,770	\$ 46,485	\$ 46,962	\$ 48,154	\$ 50,537	\$ 52,445	\$ 58,404	\$ 51,043
13	\$ 46,456	\$ 47,182	\$ 47,666	\$ 48,876	\$ 51,295	\$ 53,231	\$ 59,280	\$ 51,808
14	\$ 47,153	\$ 47,890	\$ 48,381	\$ 49,609	\$ 52,065	\$ 54,030	\$ 60,169	\$ 52,586
15	\$ 47,860	\$ 48,608	\$ 49,106	\$ 50,353	\$ 52,845	\$ 54,839	\$ 61,071	\$ 53,374
16	\$ 48,579	\$ 49,338	\$ 49,844	\$ 51,109	\$ 53,639	\$ 55,663	\$ 61,988	\$ 54,175
17	\$ 49,307	\$ 50,077	\$ 50,591	\$ 51,875	\$ 54,443	\$ 56,498	\$ 62,918	\$ 54,988
18	\$ 50,046	\$ 50,828	\$ 51,349	\$ 52,653	\$ 55,259	\$ 57,345	\$ 63,861	\$ 55,812
19	\$ 50,797	\$ 51,591	\$ 52,120	\$ 53,443	\$ 56,089	\$ 58,205	\$ 64,819	\$ 56,649
20	\$ 51,559	\$ 52,365	\$ 52,902	\$ 54,244	\$ 56,930	\$ 59,078	\$ 65,792	\$ 57,499
21	\$ 52,332	\$ 53,150	\$ 53,695	\$ 55,057	\$ 57,783	\$ 59,964	\$ 66,778	\$ 58,361
22	\$ 53,117	\$ 53,947	\$ 54,501	\$ 55,884	\$ 58,651	\$ 60,864	\$ 67,780	\$ 59,237
23	\$ 53,914	\$ 54,756	\$ 55,318	\$ 56,722	\$ 59,530	\$ 61,776	\$ 68,796	\$ 60,125
24	\$ 54,722	\$ 55,577	\$ 56,147	\$ 57,572	\$ 60,423	\$ 62,703	\$ 69,828	\$ 61,027
25	\$ 55,544	\$ 56,412	\$ 56,990	\$ 58,437	\$ 61,329	\$ 63,644	\$ 70,876	\$ 61,943
26	\$ 56,377	\$ 57,258	\$ 57,845	\$ 59,313	\$ 62,249	\$ 64,599	\$ 71,939	\$ 62,872
27	\$ 57,222	\$ 58,116	\$ 58,712	\$ 60,202	\$ 63,183	\$ 65,567	\$ 73,018	\$ 63,814
28	\$ 58,081	\$ 58,989	\$ 59,594	\$ 61,106	\$ 64,131	\$ 66,551	\$ 74,114	\$ 64,773
29	\$ 58,952	\$ 59,873	\$ 60,487	\$ 62,023	\$ 65,093	\$ 67,549	\$ 75,225	\$ 65,744
30	\$ 59,836	\$ 60,771	\$ 61,394	\$ 62,953	\$ 66,069	\$ 68,562	\$ 76,353	\$ 66,730
31	\$ 60,734	\$ 61,683	\$ 62,316	\$ 63,898	\$ 67,061	\$ 69,591	\$ 77,499	\$ 67,731

*Standard teacher contract length.

** Eligible employees that are currently on Step 31 of the Teacher Pay Scale will receive the School Board approved increase for the 2011-2012 school year applied to their current annual salary.

NEWPORT NEWS PUBLIC SCHOOLS
 TEACHER GRADE 38A
 MASTERS + DEGREE
 2011-2012 School Year

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	202 DAY ANNUAL SALARY LEAD TEACHER SECONDARY
0	\$ 42,310	\$ 42,971	\$ 43,412	\$ 44,514	\$ 46,717	\$ 48,480	\$ 53,989	
1	\$ 42,504	\$ 43,168	\$ 43,611	\$ 44,718	\$ 46,931	\$ 48,702	\$ 54,237	
2	\$ 42,930	\$ 43,601	\$ 44,048	\$ 45,166	\$ 47,402	\$ 49,191	\$ 54,781	
3	\$ 42,969	\$ 43,640	\$ 44,088	\$ 45,207	\$ 47,445	\$ 49,235	\$ 54,830	\$ 47,919
4	\$ 43,239	\$ 43,914	\$ 44,365	\$ 45,491	\$ 47,743	\$ 49,544	\$ 55,175	\$ 48,220
5	\$ 43,528	\$ 44,209	\$ 44,662	\$ 45,796	\$ 48,063	\$ 49,876	\$ 55,544	\$ 48,543
6	\$ 43,969	\$ 44,656	\$ 45,114	\$ 46,259	\$ 48,549	\$ 50,381	\$ 56,107	\$ 49,035
7	\$ 44,410	\$ 45,104	\$ 45,566	\$ 46,723	\$ 49,036	\$ 50,886	\$ 56,669	\$ 49,526
8	\$ 44,854	\$ 45,555	\$ 46,022	\$ 47,190	\$ 49,526	\$ 51,395	\$ 57,236	\$ 50,021
9	\$ 45,302	\$ 46,010	\$ 46,482	\$ 47,662	\$ 50,021	\$ 51,909	\$ 57,808	\$ 50,522
10	\$ 45,981	\$ 46,700	\$ 47,179	\$ 48,376	\$ 50,771	\$ 52,687	\$ 58,674	\$ 51,279
11	\$ 46,672	\$ 47,401	\$ 47,887	\$ 49,102	\$ 51,533	\$ 53,478	\$ 59,555	\$ 52,049
12	\$ 47,372	\$ 48,112	\$ 48,605	\$ 49,839	\$ 52,306	\$ 54,280	\$ 60,448	\$ 52,829
13	\$ 48,082	\$ 48,833	\$ 49,334	\$ 50,586	\$ 53,091	\$ 55,094	\$ 61,355	\$ 53,621
14	\$ 48,803	\$ 49,566	\$ 50,074	\$ 51,345	\$ 53,887	\$ 55,921	\$ 62,275	\$ 54,426
15	\$ 49,535	\$ 50,309	\$ 50,825	\$ 52,115	\$ 54,695	\$ 56,759	\$ 63,209	\$ 55,242
16	\$ 50,279	\$ 51,064	\$ 51,588	\$ 52,897	\$ 55,516	\$ 57,611	\$ 64,158	\$ 56,071
17	\$ 51,033	\$ 51,830	\$ 52,362	\$ 53,691	\$ 56,349	\$ 58,475	\$ 65,120	\$ 56,912
18	\$ 51,798	\$ 52,607	\$ 53,147	\$ 54,496	\$ 57,193	\$ 59,352	\$ 66,096	\$ 57,765
19	\$ 52,575	\$ 53,397	\$ 53,944	\$ 55,313	\$ 58,052	\$ 60,242	\$ 67,088	\$ 58,632
20	\$ 53,364	\$ 54,197	\$ 54,753	\$ 56,143	\$ 58,922	\$ 61,146	\$ 68,094	\$ 59,512
21	\$ 54,163	\$ 55,010	\$ 55,574	\$ 56,984	\$ 59,805	\$ 62,062	\$ 69,115	\$ 60,404
22	\$ 54,977	\$ 55,836	\$ 56,408	\$ 57,840	\$ 60,703	\$ 62,994	\$ 70,152	\$ 61,310
23	\$ 55,801	\$ 56,673	\$ 57,254	\$ 58,707	\$ 61,614	\$ 63,939	\$ 71,204	\$ 62,230
24	\$ 56,638	\$ 57,523	\$ 58,113	\$ 59,587	\$ 62,537	\$ 64,897	\$ 72,272	\$ 63,163
25	\$ 57,488	\$ 58,386	\$ 58,985	\$ 60,482	\$ 63,476	\$ 65,871	\$ 73,357	\$ 64,111
26	\$ 58,350	\$ 59,262	\$ 59,870	\$ 61,389	\$ 64,428	\$ 66,859	\$ 74,457	\$ 65,072
27	\$ 59,225	\$ 60,150	\$ 60,767	\$ 62,309	\$ 65,394	\$ 67,862	\$ 75,573	\$ 66,048
28	\$ 60,114	\$ 61,053	\$ 61,679	\$ 63,245	\$ 66,376	\$ 68,881	\$ 76,708	\$ 67,040
29	\$ 61,016	\$ 61,969	\$ 62,604	\$ 64,193	\$ 67,371	\$ 69,914	\$ 77,858	\$ 68,045
30	\$ 61,930	\$ 62,898	\$ 63,543	\$ 65,156	\$ 68,382	\$ 70,962	\$ 79,026	\$ 69,065
31	\$ 62,860	\$ 63,842	\$ 64,497	\$ 66,134	\$ 69,408	\$ 72,027	\$ 80,212	\$ 70,102

*Standard teacher contract length.

** Eligible employees that are currently on Step 31 of the Teacher Pay Scale will receive the School Board approved increase for the 2011-2012 school year applied to their current annual salary.

NEWPORT NEWS PUBLIC SCHOOLS
 TEACHER GRADE 39A
 DOCTORATE
 2011-2012 School Year

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	202 DAY ANNUAL SALARY LEAD TEACHER SECONDARY	245 Day ANNUAL SALARY LEAD
0	\$ 43,791	\$ 44,475	\$ 44,931	\$ 46,072	\$ 48,353	\$ 50,177	\$ 55,590		
1	\$ 43,992	\$ 44,679	\$ 45,137	\$ 46,283	\$ 48,574	\$ 50,407	\$ 55,844		
2	\$ 44,433	\$ 45,127	\$ 45,590	\$ 46,747	\$ 49,061	\$ 50,913	\$ 56,404		
3	\$ 44,473	\$ 45,168	\$ 45,631	\$ 46,789	\$ 49,106	\$ 50,959	\$ 56,455	\$ 49,597	\$ 59,843
4	\$ 44,752	\$ 45,451	\$ 45,918	\$ 47,083	\$ 49,414	\$ 51,279	\$ 56,810	\$ 49,908	\$ 60,218
5	\$ 45,052	\$ 45,756	\$ 46,225	\$ 47,398	\$ 49,745	\$ 51,622	\$ 57,190	\$ 50,242	\$ 60,622
6	\$ 45,508	\$ 46,219	\$ 46,693	\$ 47,878	\$ 50,249	\$ 52,145	\$ 57,769	\$ 50,751	\$ 61,236
7	\$ 45,964	\$ 46,682	\$ 47,161	\$ 48,358	\$ 50,752	\$ 52,667	\$ 58,348	\$ 51,260	\$ 61,849
8	\$ 46,424	\$ 47,149	\$ 47,633	\$ 48,842	\$ 51,260	\$ 53,194	\$ 58,932	\$ 51,772	\$ 62,468
9	\$ 46,888	\$ 47,621	\$ 48,109	\$ 49,330	\$ 51,772	\$ 53,726	\$ 59,521	\$ 52,290	\$ 63,092
10	\$ 47,591	\$ 48,334	\$ 48,830	\$ 50,069	\$ 52,548	\$ 54,531	\$ 60,413	\$ 53,074	\$ 64,038
11	\$ 48,305	\$ 49,060	\$ 49,563	\$ 50,821	\$ 53,337	\$ 55,350	\$ 61,320	\$ 53,870	\$ 64,999
12	\$ 49,030	\$ 49,796	\$ 50,307	\$ 51,583	\$ 54,137	\$ 56,180	\$ 62,240	\$ 54,678	\$ 65,974
13	\$ 49,765	\$ 50,542	\$ 51,061	\$ 52,357	\$ 54,949	\$ 57,022	\$ 63,173	\$ 55,498	\$ 66,963
14	\$ 50,512	\$ 51,301	\$ 51,827	\$ 53,142	\$ 55,773	\$ 57,878	\$ 64,121	\$ 56,331	\$ 67,968
15	\$ 51,269	\$ 52,070	\$ 52,604	\$ 53,939	\$ 56,609	\$ 58,745	\$ 65,082	\$ 57,175	\$ 68,987
16	\$ 52,039	\$ 52,852	\$ 53,394	\$ 54,749	\$ 57,459	\$ 59,628	\$ 66,059	\$ 58,034	\$ 70,023
17	\$ 52,819	\$ 53,644	\$ 54,194	\$ 55,570	\$ 58,321	\$ 60,522	\$ 67,050	\$ 58,904	\$ 71,073
18	\$ 53,611	\$ 54,448	\$ 55,007	\$ 56,403	\$ 59,195	\$ 61,429	\$ 68,055	\$ 59,787	\$ 72,138
19	\$ 54,415	\$ 55,265	\$ 55,832	\$ 57,249	\$ 60,084	\$ 62,351	\$ 69,076	\$ 60,684	\$ 73,221
20	\$ 55,231	\$ 56,094	\$ 56,670	\$ 58,108	\$ 60,985	\$ 63,286	\$ 70,112	\$ 61,595	\$ 74,319
21	\$ 56,059	\$ 56,935	\$ 57,519	\$ 58,979	\$ 61,899	\$ 64,234	\$ 71,163	\$ 62,518	\$ 75,433
22	\$ 56,901	\$ 57,790	\$ 58,383	\$ 59,864	\$ 62,828	\$ 65,199	\$ 72,232	\$ 63,456	\$ 76,565
23	\$ 57,754	\$ 58,656	\$ 59,258	\$ 60,762	\$ 63,770	\$ 66,176	\$ 73,315	\$ 64,408	\$ 77,714
24	\$ 58,620	\$ 59,536	\$ 60,146	\$ 61,673	\$ 64,726	\$ 67,169	\$ 74,414	\$ 65,373	\$ 78,879
25	\$ 59,500	\$ 60,429	\$ 61,049	\$ 62,599	\$ 65,698	\$ 68,177	\$ 75,531	\$ 66,355	\$ 80,063
26	\$ 60,392	\$ 61,336	\$ 61,965	\$ 63,538	\$ 66,683	\$ 69,200	\$ 76,664	\$ 67,350	\$ 81,264
27	\$ 61,298	\$ 62,255	\$ 62,894	\$ 64,490	\$ 67,683	\$ 70,237	\$ 77,813	\$ 68,360	\$ 82,482
28	\$ 62,218	\$ 63,190	\$ 63,838	\$ 65,458	\$ 68,699	\$ 71,291	\$ 78,981	\$ 69,386	\$ 83,720
29	\$ 63,151	\$ 64,138	\$ 64,796	\$ 66,440	\$ 69,729	\$ 72,361	\$ 80,166	\$ 70,427	\$ 84,976
30	\$ 64,098	\$ 65,100	\$ 65,767	\$ 67,436	\$ 70,775	\$ 73,446	\$ 81,368	\$ 71,483	\$ 86,250
31	\$ 65,060	\$ 66,077	\$ 66,754	\$ 68,449	\$ 71,837	\$ 74,548	\$ 82,589	\$ 72,556	\$ 87,545

*Standard teacher contract length.

** Eligible employees that are currently on Step 31 of the Teacher Pay Scale will receive the School Board approved increase for the 2011-2012 school year applied to their current annual salary.