

## Annual Teacher Salary Increases Frequently Asked Questions

NNPS strives to provide salaries that are equitable and competitive with our comparative market. Annual pay increases are contingent upon State, City, and Federal funding that support the school division budget.

### 1. How are teacher increases calculated?

The general increase is determined based on available funding and the annual balanced budget.

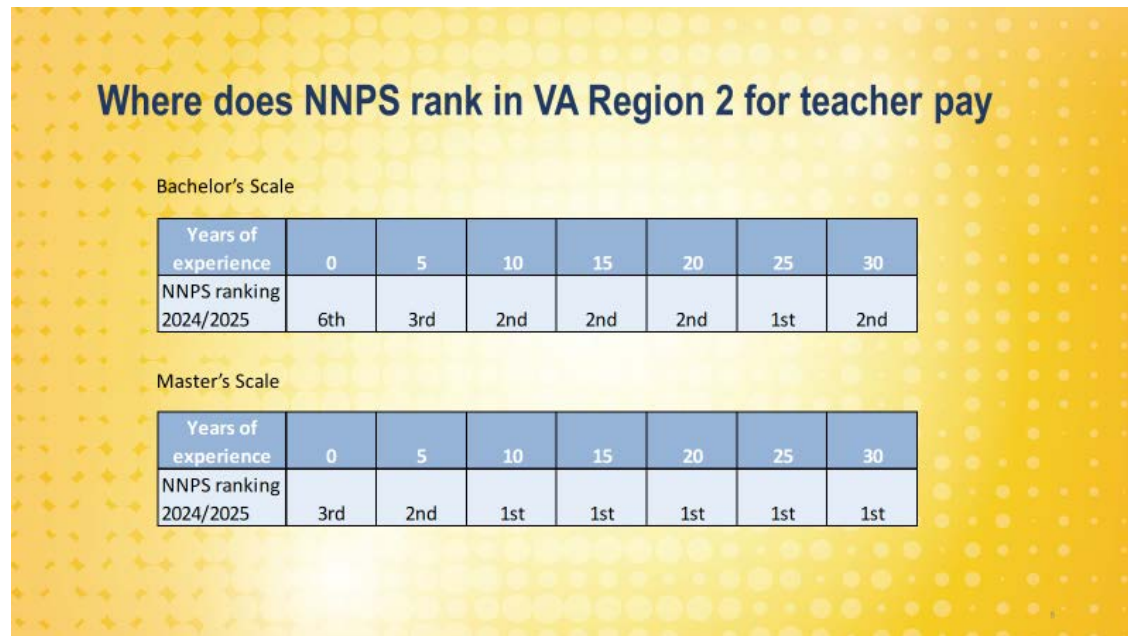
Example: (example based on 192 days for a Bachelor's degree)

When funding and budget support a 3% increase. A teacher is on step 5 (\$58,746) representing 5 years of completed experience for the school year 2024-2025. At the end of the school year, they have completed their 6<sup>th</sup> year of teaching. They will advance to step 6 (\$60,508) representing 6 years of completed experience for the school year 2025-2026. Step 6 for 2025-2026 will be 3% higher than step 5 for 2024-2025. Therefore, the teacher receives a 3% increase over their 2024-2025 salary.

The step values change every year to represent the increase percentage provided to the individual teacher's salary.

### 2. Are NNPS teacher salaries competitive?

Yes. The chart below shows how NNPS compares to the 15 school divisions in Virginia's Region 2 at specific steps in 5-year increments.



From the Annual VEA Salary Survey.

### 3. Why has the starting teacher pay increased but not the salaries for experienced teachers.

The steps for experienced teachers have increased at a higher rate than the starting teacher pay. Below are snap shots of the charts used to calculate the teacher increases. The INCREASE % WITH STEPS column shows the percentage received by the employee on each step. As indicated in each of these charts, the starting pay has increased by a fraction of the increase received by teachers with experience.

NEWPORT NEWS PUBLIC SCHOOLS			
TEACHER GRADE 35A			
BACHELORS DEGREE			
CURRENT STEP	2024-2025 SALARY	2025-2026 PROPOSED STEPS	INCREASE % WITH STEPS
0	55,100	\$ 56,000	1.6334%
1	55,700	\$ 56,753	3.0000%
2	56,180	\$ 57,371	3.0000%
3	57,023	\$ 57,865	3.0000%
4	57,878	\$ 58,734	3.0000%
5	58,746	\$ 59,614	3.0000%
6	59,627	\$ 60,508	3.0000%

All others receive 3%

NEWPORT NEWS PUBLIC SCHOOLS			
TEACHER GRADE 35A			
BACHELORS DEGREE			
CURRENT STEP	2023-2024 SALARY	2024-2025 PROPOSED STEPS	INCREASE % WITH STEPS
0	52,710	\$ 55,100	4.5342%
1	53,501	\$ 55,700	5.6725%
2	54,304	\$ 56,180	5.0074%
3	55,119	\$ 57,023	5.0070%
4	55,946	\$ 57,878	5.0055%
5	56,785	\$ 58,746	5.0048%
6	57,637	\$ 59,627	5.0048%

All others received 5%

NEWPORT NEWS PUBLIC SCHOOLS			
TEACHER GRADE 35A			
BACHELORS DEGREE			
CURRENT STEP	2022-2023 SALARY	2023-2024 PROPOSED STEPS	INCREASE % WITH STEPS
0	50,000	\$ 52,710	5.4200%
1	50,300	\$ 53,501	7.0020%
2	50,602	\$ 54,304	7.9602%
3	50,905	\$ 55,119	8.9270%
4	51,542	\$ 55,946	9.9019%
5	52,186	\$ 56,785	10.1729%
6	52,969	\$ 57,637	10.4453%
7	53,763	\$ 58,502	10.4462%
8	54,570	\$ 59,380	10.4470%
9	55,388	\$ 60,271	10.4476%
10	56,219	\$ 61,175	10.4475%

All others received 10 +%

**4. I am a high performer and produce high SOL scores. Why does my increase not reflect these achievements?**

NNPS pay increases are not merit based. Evaluations and performance are not taken into consideration when determining annual rates of pay.