

NEWPORT NEWS PUBLIC SCHOOLS  
 TEACHER GRADE 35A  
 BACHELORS DEGREE  
 2023-2024

Years Exp	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	220 ANNUAL SALARY LEAD SECONDARY
0	52,710	53,534	54,083	55,455	58,201	60,397	67,260		
1	53,501	54,337	54,894	56,288	59,074	61,303	68,270		
2	54,304	55,153	55,718	57,132	59,961	62,223	69,294		
3	55,119	55,980	56,554	57,990	60,861	63,157	70,334	61,469	66,946
4	55,946	56,820	57,403	58,860	61,774	64,105	71,389	62,392	67,951
5	56,785	57,672	58,264	59,743	62,700	65,066	72,460	63,328	68,970
6	57,637	58,538	59,138	60,639	63,641	66,042	73,547	64,277	70,005
7	58,502	59,416	60,025	61,549	64,596	67,034	74,651	65,242	71,056
8	59,380	60,308	60,926	62,473	65,565	68,040	75,771	66,221	72,122
9	60,271	61,213	61,841	63,410	66,549	69,061	76,908	67,215	73,205
10	61,175	62,131	62,768	64,361	67,547	70,096	78,062	68,223	74,302
11	62,093	63,063	63,710	65,327	68,561	71,148	79,233	69,247	75,417
12	63,024	64,009	64,665	66,307	69,589	72,215	80,421	70,285	76,548
13	63,969	64,969	65,635	67,301	70,632	73,298	81,627	71,339	77,696
14	64,929	65,944	66,620	68,311	71,692	74,398	82,852	72,410	78,862
15	65,903	66,933	67,619	69,335	72,768	75,514	84,095	73,495	80,045
16	66,892	67,937	68,634	70,376	73,860	76,647	85,357	74,599	81,246
17	67,895	68,956	69,663	71,431	74,967	77,796	86,637	75,717	82,464
18	68,913	69,990	70,708	72,502	76,091	78,963	87,936	76,852	83,701
19	69,947	71,040	71,769	73,590	77,233	80,148	89,255	78,005	84,957
20	70,996	72,105	72,845	74,694	78,391	81,350	90,594	79,176	86,231
21	72,061	73,187	73,938	75,814	79,567	82,570	91,953	80,363	87,524
22	73,142	74,285	75,047	76,951	80,761	83,809	93,332	81,568	88,838
23	74,239	75,399	76,172	78,106	81,972	85,066	94,732	82,792	90,170
24	75,353	76,530	77,315	79,278	83,202	86,342	96,154	84,035	91,523
25	76,483	77,678	78,475	80,466	84,450	87,637	97,595	85,294	92,895
26	77,630	78,843	79,652	81,673	85,716	88,951	99,059	86,573	94,288
27	78,794	80,025	80,846	82,898	87,002	90,285	100,544	87,872	95,702
28	79,976	81,226	82,059	84,141	88,307	91,639	102,053	89,189	97,137
29	81,176	82,444	83,290	85,404	89,632	93,014	103,584	90,528	98,595
30	82,394	83,681	84,540	86,685	90,977	94,410	105,138	91,886	100,075
**31	83,630	84,937	85,808	87,986	92,341	95,826	106,715	93,265	101,576

\*Standard teacher contract length.

NEWPORT NEWS PUBLIC SCHOOLS  
 TEACHER GRADE 37A  
 MASTERS DEGREE  
 2023-2024

Years Exp	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	220 ANNUAL SALARY  LEAD SECONDARY
0	56,400	57,281	57,869	59,338	62,275	64,625	71,969		
1	57,246	58,140	58,737	60,228	63,209	65,594	73,048		
2	58,105	59,013	59,618	61,131	64,158	66,579	74,144		
3	58,977	59,899	60,513	62,049	65,120	67,578	75,257	65,772	71,633
4	59,862	60,797	61,421	62,980	66,098	68,592	76,386	66,759	72,708
5	60,760	61,709	62,342	63,925	67,089	69,621	77,532	67,761	73,798
6	61,672	62,636	63,278	64,884	68,096	70,666	78,696	68,777	74,906
7	62,597	63,575	64,227	65,857	69,118	71,726	79,876	69,808	76,030
8	63,537	64,530	65,192	66,846	70,155	72,803	81,076	70,857	77,171
9	64,490	65,498	66,169	67,849	71,208	73,895	82,292	71,920	78,329
10	65,457	66,480	67,162	68,866	72,275	75,003	83,526	72,998	79,503
11	66,440	67,478	68,170	69,900	73,361	76,129	84,780	74,094	80,697
12	67,436	68,490	69,192	70,948	74,461	77,270	86,051	75,205	81,906
13	68,447	69,516	70,229	72,012	75,577	78,429	87,341	76,333	83,135
14	69,474	70,560	71,283	73,092	76,711	79,606	88,652	77,478	84,382
15	70,516	71,618	72,352	74,189	77,861	80,800	89,981	78,640	85,648
16	71,574	72,692	73,438	75,302	79,030	82,012	91,331	79,820	86,933
17	72,648	73,783	74,540	76,432	80,216	83,243	92,702	81,018	88,238
18	73,737	74,889	75,657	77,577	81,418	84,490	94,091	82,232	89,559
19	74,843	76,012	76,792	78,741	82,639	85,758	95,503	83,465	90,903
20	75,966	77,153	77,944	79,923	83,879	87,044	96,936	84,718	92,267
21	77,105	78,310	79,113	81,121	85,137	88,349	98,389	85,988	93,650
22	78,262	79,485	80,300	82,338	86,414	89,675	99,866	87,278	95,056
23	79,436	80,677	81,505	83,573	87,711	91,020	101,364	88,587	96,481
24	80,628	81,888	82,728	84,827	89,027	92,386	102,885	89,917	97,929
25	81,837	83,116	83,968	86,099	90,362	93,772	104,427	91,265	99,398
26	83,064	84,362	85,227	87,390	91,717	95,178	105,993	92,633	100,889
27	84,310	85,627	86,506	88,701	93,092	96,605	107,583	94,023	102,401
28	85,574	86,911	87,802	90,031	94,488	98,054	109,196	95,433	103,937
29	86,858	88,215	89,120	91,382	95,906	99,525	110,834	96,865	105,497
30	88,162	89,540	90,458	92,754	97,346	101,019	112,498	98,319	107,080
31	89,484	90,882	91,814	94,145	98,805	102,534	114,185	99,794	108,686

\*Standard teacher contract length.

NEWPORT NEWS PUBLIC SCHOOLS  
 TEACHER GRADE 38A  
 MASTERS + DEGREE (EdS/Advanced Study)  
 2023-2024

Years Exp	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	220 ANNUAL SALARY
0	58,374	59,286	59,894	61,414	64,455	66,887	74,488	LEAD	SALARY
1	59,250	60,176	60,793	62,336	65,422	67,891	75,605	TEACHER	LEAD
2	60,139	61,079	61,705	63,271	66,403	68,909	76,740	SECONDARY	SECONDARY
3	61,041	61,995	62,631	64,220	67,399	69,943	77,891	68,073	74,140
4	61,957	62,925	63,570	65,184	68,411	70,992	79,060	69,095	75,252
5	62,887	63,870	64,525	66,162	69,438	72,058	80,246	70,132	76,381
6	63,831	64,828	65,493	67,156	70,480	73,140	81,451	71,185	77,528
7	64,788	65,800	66,475	68,162	71,537	74,236	82,672	72,252	78,690
8	65,761	66,789	67,474	69,186	72,611	75,351	83,914	73,337	79,872
9	66,747	67,790	68,485	70,223	73,700	76,481	85,172	74,436	81,070
10	67,748	68,807	69,512	71,277	74,805	77,628	86,449	75,554	82,286
11	68,765	69,839	70,556	72,347	75,928	78,793	87,747	76,688	83,521
12	69,796	70,887	71,614	73,431	77,066	79,975	89,063	77,837	84,774
13	70,843	71,950	72,688	74,533	78,222	81,174	90,399	79,005	86,044
14	71,906	73,030	73,779	75,651	79,396	82,392	91,755	80,190	87,336
15	72,984	74,124	74,885	76,785	80,587	83,628	93,131	81,392	88,646
16	74,079	75,236	76,008	77,937	81,796	84,882	94,528	82,613	89,975
17	75,191	76,366	77,149	79,107	83,023	86,156	95,947	83,853	91,325
18	76,318	77,510	78,305	80,293	84,268	87,448	97,385	85,111	92,695
19	77,463	78,673	79,480	81,498	85,532	88,760	98,846	86,388	94,086
20	78,625	79,854	80,673	82,720	86,815	90,091	100,329	87,683	95,496
21	79,804	81,051	81,882	83,960	88,117	91,442	101,833	88,998	96,929
22	81,001	82,267	83,110	85,220	89,439	92,814	103,361	90,333	98,383
23	82,216	83,501	84,357	86,498	90,780	94,206	104,911	91,688	99,858
24	83,450	84,754	85,623	87,796	92,143	95,620	106,486	93,064	101,357
25	84,701	86,024	86,907	89,113	93,524	97,053	108,082	94,460	102,876
26	85,971	87,314	88,210	90,449	94,926	98,508	109,703	95,876	104,418
27	87,261	88,624	89,533	91,806	96,351	99,987	111,349	97,314	105,986
28	88,569	89,953	90,875	93,182	97,795	101,485	113,018	98,773	107,574
29	89,898	91,303	92,239	94,580	99,262	103,008	114,714	100,255	109,188
30	91,248	92,674	93,624	96,001	100,753	104,555	116,436	101,761	110,828
31	92,616	94,063	95,028	97,440	102,264	106,123	118,182	103,286	112,490

\*Standard teacher contract length.

NEWPORT NEWS PUBLIC SCHOOLS  
 TEACHER GRADE 39A  
 DOCTORATE  
 2023-2024

Years Exp	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	220 ANNUAL SALARY LEAD TEACHER SECONDARY	220 ANNUAL SALARY LEAD SECONDARY
0	60,417	61,361	61,990	63,564	66,710	69,228	76,695			
1	61,324	62,282	62,921	64,518	67,712	70,267	77,847			
2	62,244	63,217	63,865	65,486	68,728	71,321	79,014			
3	63,177	64,164	64,822	66,467	69,758	72,390	80,199	70,455	\$	76,733
4	64,125	65,127	65,795	67,465	70,805	73,477	81,402	71,513	\$	77,886
5	65,088	66,105	66,783	68,478	71,868	74,580	82,625	72,587	\$	79,055
6	66,065	67,097	67,785	69,506	72,947	75,699	83,865	73,676	\$	80,241
7	67,056	68,104	68,802	70,549	74,041	76,835	85,123	74,782	\$	81,445
8	68,063	69,126	69,835	71,608	75,153	77,989	86,401	75,904	\$	82,668
9	69,083	70,162	70,882	72,681	76,279	79,158	87,696	77,042	\$	83,907
10	70,119	71,215	71,945	73,771	77,423	80,345	89,011	78,197	\$	85,166
11	71,172	72,284	73,025	74,879	78,586	81,551	90,348	79,372	\$	86,444
12	72,239	73,368	74,120	76,001	79,764	82,774	91,702	80,561	\$	87,740
13	73,323	74,469	75,232	77,142	80,961	84,016	93,078	81,771	\$	89,057
14	74,423	75,586	76,361	78,299	82,175	85,276	94,475	82,997	\$	90,393
15	75,538	76,718	77,505	79,472	83,407	86,554	95,890	84,240	\$	91,747
16	76,672	77,870	78,669	80,665	84,659	87,853	97,330	85,505	\$	93,124
17	77,823	79,039	79,850	81,876	85,930	89,172	98,791	86,789	\$	94,522
18	78,989	80,223	81,046	83,103	87,217	90,508	100,271	88,089	\$	95,938
19	80,174	81,427	82,262	84,350	88,525	91,866	101,775	89,411	\$	97,378
20	81,377	82,649	83,496	85,615	89,854	93,244	103,302	90,752	\$	98,839
21	82,597	83,888	84,748	86,899	91,201	94,642	104,851	92,113	\$	100,321
22	83,836	85,146	86,019	88,202	92,569	96,062	106,424	93,494	\$	101,826
23	85,094	86,424	87,310	89,526	93,958	97,504	108,021	94,898	\$	103,354
24	86,371	87,721	88,620	90,869	95,368	98,967	109,642	96,321	\$	104,905
25	87,666	89,036	89,949	92,232	96,798	100,451	111,286	97,766	\$	106,478
26	88,980	90,370	91,297	93,614	98,249	101,956	112,954	99,231	\$	108,073
27	90,315	91,726	92,667	95,019	99,723	103,486	114,649	100,720	\$	109,695
28	91,669	93,101	94,056	96,443	101,218	105,037	116,367	102,230	\$	111,339
29	93,044	94,498	95,467	97,890	102,736	106,613	118,113	103,763	\$	113,010
30	94,442	95,918	96,901	99,361	104,280	108,215	119,888	105,323	\$	114,708
31	95,858	97,356	98,354	100,851	105,843	109,837	121,685	106,902	\$	116,427

\*Standard teacher contract length.