

EXPERIENCE	BACHELORS	MASTERS	DOCTORATE IN FIELD & SPEECH THERAPISTS W/ MASTERS & CCC	GUIDANCE COORDINATORS (12 MONTHS)	SPEECH THERAPISTS W/ DOCTORATE IN FIELD & CCC	GUIDANCE COORDINATORS W/ DOCTORATE IN FIELD (12 MONTHS)
Year 0	\$ 39,749	\$ 41,736	\$ 43,824	\$ 56,971	\$ 46,014	\$ 59,819
Year 1	\$ 39,749	\$ 41,736	\$ 43,824	\$ 56,971	\$ 46,014	\$ 59,819
Year 2	\$ 39,749	\$ 41,736	\$ 43,824	\$ 56,971	\$ 46,014	\$ 59,819
Year 3	\$ 40,450	\$ 42,472	\$ 44,595	\$ 57,974	\$ 46,826	\$ 60,873
Year 4	\$ 40,450	\$ 42,472	\$ 44,595	\$ 57,974	\$ 46,826	\$ 60,873
Year 5	\$ 41,150	\$ 43,206	\$ 45,366	\$ 58,976	\$ 47,635	\$ 61,926
Year 6	\$ 41,850	\$ 43,941	\$ 46,139	\$ 59,981	\$ 48,445	\$ 62,978
Year 7	\$ 42,549	\$ 44,677	\$ 46,910	\$ 60,984	\$ 49,256	\$ 64,033
Year 8	\$ 43,250	\$ 45,411	\$ 47,682	\$ 61,986	\$ 50,066	\$ 65,085
Year 9	\$ 43,949	\$ 46,147	\$ 48,454	\$ 62,991	\$ 50,877	\$ 66,140
Year 10	\$ 44,650	\$ 46,882	\$ 49,226	\$ 63,993	\$ 51,686	\$ 67,192
Year 11	\$ 45,349	\$ 47,616	\$ 49,997	\$ 64,996	\$ 52,498	\$ 68,247
Year 12	\$ 46,050	\$ 48,352	\$ 50,770	\$ 66,000	\$ 53,307	\$ 69,299
Year 13	\$ 46,749	\$ 49,086	\$ 51,541	\$ 67,003	\$ 54,118	\$ 70,354
Year 14	\$ 47,450	\$ 49,821	\$ 52,312	\$ 68,006	\$ 54,928	\$ 71,406
Year 15	\$ 48,149	\$ 50,557	\$ 53,085	\$ 69,010	\$ 55,739	\$ 72,461
Year 16	\$ 48,850	\$ 51,291	\$ 53,856	\$ 70,013	\$ 56,549	\$ 73,513
Year 17	\$ 49,549	\$ 52,027	\$ 54,627	\$ 71,015	\$ 57,360	\$ 74,568
Year 18	\$ 50,250	\$ 52,762	\$ 55,400	\$ 72,020	\$ 58,170	\$ 75,620
Year 19	\$ 50,949	\$ 53,496	\$ 56,171	\$ 73,023	\$ 58,979	\$ 76,673
Year 20	\$ 51,650	\$ 54,232	\$ 56,942	\$ 74,025	\$ 59,790	\$ 77,728
Year 21	\$ 52,349	\$ 54,966	\$ 57,715	\$ 75,030	\$ 60,600	\$ 78,780
Year 22	\$ 53,050	\$ 55,701	\$ 58,486	\$ 76,032	\$ 61,411	\$ 79,835
Year 23	\$ 53,749	\$ 56,437	\$ 59,258	\$ 77,035	\$ 62,221	\$ 80,887
Year 24	\$ 54,450	\$ 57,171	\$ 60,030	\$ 78,040	\$ 63,032	\$ 81,942
Year 25	\$ 55,149	\$ 57,907	\$ 60,802	\$ 79,042	\$ 63,842	\$ 82,994
Year 26	\$ 55,850	\$ 58,642	\$ 61,573	\$ 80,045	\$ 64,653	\$ 84,049
Year 27	\$ 56,549	\$ 59,376	\$ 62,346	\$ 81,049	\$ 65,462	\$ 85,101
Year 28	\$ 57,549	\$ 60,426	\$ 63,448	\$ 82,482	\$ 66,621	\$ 86,607
Year 29	\$ 58,549	\$ 61,477	\$ 64,550	\$ 83,916	\$ 67,778	\$ 88,111
Year 30	\$ 60,318	\$ 63,334	\$ 66,501	\$ 86,451	\$ 69,826	\$ 90,773

*Teachers with National Board Certification will receive from the Commonwealth of Virginia, a one-time \$5,000 supplement and a \$2,500 supplement thereafter for the life of the certificate.

*CCPS guarantees proposed State contribution.

Current CCPS teachers who complete the National Board Certification process through CCPS and meet DOE eligibility criteria will receive a \$2,500 award administered through the Professional Development Office.