

Salary Scale

The starting salary placement for new employees is determined by several factors, such as the number of workdays in a teacher's contract and the number of years of teaching experience.

[Click here to view teacher salary scales \(https://henricoschools.us/compensation#scale\)](https://henricoschools.us/compensation#scale)

Benefits

Henrico Schools offers a range of health and dental care plans, income protection, life insurance, retirement and deferred compensation. Employees are part of the Virginia Retirement System.

[Click here to view employee benefits \(https://henricoschools.us/benefits/\)](https://henricoschools.us/benefits/)

Salary Scale

The 2020-2021 Henrico County Public Schools salary range for teachers on a regular 10-month, 209-day teaching contract is as follows:

- Bachelor's degree: \$46,000 – \$82,658
- Master's degree: \$48,208 – \$86,626

Step	Bachelor's Grade 28	
	UP Pay Plan (hired before Jan. 1, 2012)	HP Pay Plan (hired Jan. 1, 2012 or after)
1	–	–
2	46,579	46,000

	Master's Grade 29	
	UP Pay Plan (hired before Jan. 1, 2012)	HP Pay Plan (hired Jan. 1, 2012 or after)
1	–	–
2	48,815	48,208
3	49,973	49,351
4	51,159	50,522
5	52,372	51,720
6	53,614	52,947



3	47,684	47,091
4	48,815	48,208
5	49,973	49,351
6	51,159	50,522
7	52,372	51,720
8	53,614	52,947
9	54,886	54,203
10	56,188	55,489
11	57,521	56,805
12	58,885	58,153
13	60,282	59,532
14	61,712	60,944
15	63,176	62,390
16	64,674	63,869

7	54,886	54,203
8	56,188	55,489
9	57,521	56,805
10	58,885	58,153
11	60,282	59,532
12	61,712	60,944
13	63,176	62,390
14	64,674	63,869
15	66,208	65,384
16	67,779	66,935
17	69,386	68,523
18	71,032	70,148
19	72,717	71,812
20	74,442	73,516



17	66,208	65,384
18	67,779	66,935
19	69,386	68,523
20	71,032	70,148
21	72,717	71,812
22	74,442	73,516
23	76,208	75,260
24	78,015	77,045
25	79,866	78,872
26	81,760	80,743
27	83,700	82,658

21	76,208	75,260
22	78,015	77,045
23	79,866	78,872
24	81,760	80,743
25	83,700	82,658
26	85,685	84,619
27	87,718	86,626

Latest News

Henrico Schools on track for 5 days a week of in-person learning for 2021-22 school year





2019-2020 Teacher Salary Scales

Step	Bachelor's Grade 28	
	UP Pay Plan (hired prior to 1/1/2012)	HP Pay Plan (hired 1/1/2012 or after)
1	-	-
2	46,579	46,000
3	47,684	47,091
4	48,815	48,208
5	49,973	49,351
6	51,159	50,522
7	52,372	51,720
8	53,614	52,947
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18	67,779	66,935
19	69,386	68,523
20	71,032	70,148
21	72,717	71,812
22	74,442	73,516
23	76,208	75,260
24	78,015	77,045
25	79,866	78,872
26	81,760	80,743
27	83,700	82,658

Master's Grade 29	
UP Pay Plan (hired prior to 1/1/2012)	HP Pay Plan (hired 1/1/2012 or after)
-	-
48,815	48,208
49,973	49,351
51,159	50,522
52,372	51,720
53,614	52,947
54,886	54,203
56,188	55,489
57,521	56,805
58,885	58,153
60,282	59,532
61,712	60,944
63,176	62,390
64,674	63,869
66,208	65,384
67,779	66,935
69,386	68,523
71,032	70,148
72,717	71,812
74,442	73,516
76,208	75,260
78,015	77,045
79,866	78,872
81,760	80,743
83,700	82,658
85,685	84,619
87,718	86,626

Salaries shown are for a regular teacher's contract consisting of 209 paid days.

Steps do not equate to years of experience.