

## ***FY12 Appropriated Teachers' Salary Scale***

<b>Step</b>	<b>Technical Professional License</b>	<b>Bachelor's Degree</b>	<b>Bachelor's Plus 15</b>	<b>Bachelor's Plus 30</b>	<b>Master's</b>	<b>Master's Plus 30</b>	<b>Doctoral</b>
<b>1</b>	43,715	43,715	45,060	46,407	49,096	50,442	54,477
<b>2</b>	43,815	43,815	45,160	46,507	49,196	50,542	54,577
<b>3</b>	43,918	43,918	45,263	46,610	49,299	50,645	54,680
<b>4</b>	44,357	44,357	45,702	47,048	49,738	51,084	55,118
<b>5</b>	44,927	44,927	46,272	47,618	50,308	51,653	55,689
<b>6</b>	45,496	45,496	46,841	48,186	50,877	52,223	56,258
<b>7</b>	46,065	46,065	47,410	48,756	51,445	52,792	56,827
<b>8</b>	46,634	46,634	47,978	49,325	52,015	53,361	57,396
<b>9</b>	48,312	48,312	49,657	51,004	53,693	55,039	59,075
<b>10</b>	50,052	50,052	51,397	52,743	55,433	56,779	60,814
<b>11</b>	51,853	51,853	53,198	54,545	57,235	58,581	62,616
<b>12</b>	53,721	53,721	55,066	56,412	59,101	60,448	64,483
<b>13</b>	55,655	55,655	57,000	58,346	61,036	62,382	66,417
<b>14</b>	57,659	57,659	59,004	60,350	63,040	64,386	68,421
<b>15</b>	59,735	59,735	61,080	62,426	65,116	66,462	70,497
<b>16</b>	61,647	61,647	62,992	64,338	67,028	68,373	72,409
<b>17</b>	63,620	63,620	64,965	66,311	69,001	70,347	74,382
<b>18</b>	65,656	65,656	67,002	68,348	71,037	72,383	76,419
<b>19</b>	67,758	67,758	69,102	70,448	73,138	74,484	78,519
<b>20</b>	69,925	69,925	71,270	72,616	75,305	76,652	80,687
<b>21</b>	72,162	72,162	73,507	74,853	77,544	78,889	82,924
<b>22</b>	74,472	74,472	75,816	77,162	79,853	81,199	85,234
<b>23</b>	76,854	76,854	78,200	79,546	82,236	83,581	87,617
<b>24</b>	79,314	79,314	80,659	82,006	84,695	86,041	90,077
<b>25</b>	81,852	81,852	83,197	84,543	87,234	88,579	92,615
<b>26</b>	84,472	84,472	85,817	87,163	89,853	91,199	95,234
<b>27</b>	86,162	86,162	87,532	88,905	91,650	93,023	97,138
<b>28</b>	87,885			90,683	93,484	94,884	99,081

**NOTE:** Degrees and hours beyond Degrees must be earned from a college or university whose accreditation is recognized by the Commonwealth of Virginia.

## ***FY12 Appropriated Teachers' Salary Scale***

Number of Days in contract		<b><u>198</u></b>						
Years of Experience For Initial Placement on this scale	Step	Technical Professional License	Bachelor's Degree	Bachelor's Plus 15	Bachelor's Plus 30	Master's	Master's Plus 30	Doctoral
0	<b>1</b>	43,937	43,937	45,289	46,643	49,345	50,698	54,754
1	<b>2</b>	44,037	44,037	45,389	46,743	49,446	50,799	54,854
2	<b>3</b>	44,141	44,141	45,493	46,847	49,549	50,902	54,958
3	<b>4</b>	44,582	44,582	45,934	47,287	49,990	51,343	55,398
4	<b>5</b>	45,155	45,155	46,507	47,860	50,563	51,915	55,972
5	<b>6</b>	45,727	45,727	47,079	48,431	51,135	52,488	56,544
6	<b>7</b>	46,299	46,299	47,651	49,003	51,706	53,060	57,115
7	<b>8</b>	46,871	46,871	48,222	49,575	52,279	53,632	57,687
8	<b>9</b>	48,557	48,557	49,909	51,263	53,966	55,318	59,375
9	<b>10</b>	50,306	50,306	51,658	53,011	55,714	57,067	61,123
10	<b>11</b>	52,116	52,116	53,468	54,822	57,526	58,878	62,934
11	<b>12</b>	53,994	53,994	55,346	56,698	59,401	60,755	64,810
12	<b>13</b>	55,938	55,938	57,289	58,642	61,346	62,699	66,754
13	<b>14</b>	57,952	57,952	59,304	60,656	63,360	64,713	68,768
14	<b>15</b>	60,038	60,038	61,390	62,743	65,447	66,799	70,855
15	<b>16</b>	61,960	61,960	63,312	64,665	67,368	68,720	72,777
16	<b>17</b>	63,943	63,943	65,295	66,648	69,351	70,704	74,760
17-19	<b>18</b>	65,989	65,989	67,342	68,695	71,398	72,750	76,807
20-21	<b>19</b>	68,102	68,102	69,453	70,806	73,509	74,862	78,918
	<b>20</b>	70,280	70,280	71,632	72,985	75,687	77,041	81,097
	<b>21</b>	72,528	72,528	73,880	75,233	77,938	79,289	83,345
	<b>22</b>	74,850	74,850	76,201	77,554	80,258	81,611	85,667
	<b>23</b>	77,244	77,244	78,597	79,950	82,653	84,005	88,062
	<b>24</b>	79,717	79,717	81,068	82,422	85,125	86,478	90,534
	<b>25</b>	82,267	82,267	83,619	84,972	87,677	89,029	93,085
	<b>26</b>	84,901	84,901	86,253	87,605	90,309	91,662	95,717
	<b>27</b>	86,599	86,599	87,976	89,356	92,115	93,495	97,631
	<b>28</b>	88,331			91,143	93,959	95,366	99,584

**NOTE:** Degrees and hours beyond Degrees must be earned from a college or university whose accreditation is recognized by the Commonwealth of Virginia.

## ***FY12 Appropriated Auxiliary Salary Scales***

These salary scales are shown together for presentation purposes only.

The scales represent separate position responsibilities.

<b>STEP</b>	<b><u>Psychologist Social Worker Educational Diagnostician (12 Months)</u></b>	<b><u>Psychologist Social Worker Educational Diagnostician (208 Days)</u></b>	<b><u>Substance Abuse Prevention Specialist Social Worker (198 DAYS)</u></b>	<b><u>Athletic Trainer (208 DAYS)</u></b>
1	53,198	48,514	46,172	42,517
2	53,298	48,614	46,272	42,617
3	53,401	48,717	46,375	42,720
4	53,935	49,204	46,838	43,148
5	56,180	51,252	48,788	44,943
6	58,524	53,390	50,821	46,817
7	61,008	55,656	52,980	48,804
8	63,450	57,884	55,102	50,759
9	65,988	60,199	57,304	52,790
10	68,626	62,606	59,598	54,902
11	71,373	65,112	61,980	57,096
12	73,869	67,389	64,147	59,094
13	76,455	69,749	66,395	61,164
14	79,129	72,188	68,719	63,304
15	81,900	74,716	71,125	65,519
16	84,357	76,957	73,260	67,486
17	86,890	79,268	75,456	69,511
18	89,494	81,643	77,718	71,595
19	91,732	83,685	79,661	73,386
20	94,025	85,776	81,655	75,221
21	96,140	87,707	83,493	76,913
22	98,063	89,462	85,163	78,452
23	100,024	91,250	86,867	80,021

**FY12 Appropriated Classified Pay Scale - Hourly Rates  
(Levels 5 through 10)**

<b>Step</b>	<b>Level 5</b>	<b>Level 6</b>	<b>Level 7</b>	<b>Level 8</b>	<b>Level 9</b>	<b>Level 10</b>
1	11.03	11.81	12.64	13.55	14.45	15.47
2	11.06	11.84	12.67	13.58	14.48	15.51
3	11.08	11.87	12.70	13.61	14.51	15.54
4	11.20	11.99	12.82	13.74	14.66	15.70
5	11.54	12.35	13.20	14.15	15.09	16.18
6	11.88	12.72	13.59	14.56	15.56	16.67
7	12.25	13.09	13.99	15.01	16.02	17.16
8	12.62	13.49	14.42	15.45	16.50	17.69
9	12.99	13.89	14.85	15.92	16.98	18.21
10	13.38	14.31	15.31	16.40	17.50	18.76
11	13.79	14.74	15.75	16.89	18.03	19.32
12	14.20	15.18	16.23	17.41	18.58	19.89
13	14.62	15.65	16.72	17.91	19.12	20.50
14	15.06	16.10	17.22	18.46	19.70	21.09
15	15.51	16.59	17.74	19.00	20.29	21.74
16	15.98	17.09	18.27	19.59	20.90	22.39
17	16.46	17.60	18.81	20.17	21.53	23.07
18	16.94	18.12	19.37	20.79	22.17	23.77
19	17.46	18.67	19.95	21.40	22.85	24.46
20	17.98	19.22	20.55	22.04	23.53	25.20
21	18.52	19.81	21.16	22.71	24.23	25.96
22	19.08	20.40	21.81	23.39	24.97	26.74
23	19.66	21.01	22.45	24.09	25.72	27.52
24	20.24	21.65	23.13	24.81	26.48	28.36
25	20.86	22.28	23.83	25.54	27.27	29.21
26	21.28	22.72	24.31	26.06	27.82	29.80

**Calculation of Annual Salary:** Hourly Rate X Hours per Day X Assignment Days

**Note:** Levels 1 - 4 were eliminated since they are no longer used for employee placement.

**FY12 Appropriated Classified Pay Scale - Hourly Rates  
(Levels 11 through 17)**

<b>Step</b>	<b>Level 11</b>	<b>Level 12</b>	<b>Level 13</b>	<b>Level 14</b>	<b>Level 15</b>	<b>Level 16</b>	<b>Level 17</b>
<b>1</b>	16.55	17.73	18.98	20.28	21.70	23.21	24.84
<b>2</b>	16.59	17.77	19.02	20.33	21.75	23.26	24.90
<b>3</b>	16.62	17.81	19.06	20.37	21.79	23.31	24.95
<b>4</b>	16.79	17.98	19.24	20.58	22.01	23.55	25.19
<b>5</b>	17.29	18.52	19.82	21.19	22.68	24.25	25.95
<b>6</b>	17.81	19.08	20.41	21.84	23.34	24.99	26.72
<b>7</b>	18.35	19.66	21.02	22.50	24.05	25.74	27.51
<b>8</b>	18.90	20.24	21.66	23.16	24.77	26.50	28.35
<b>9</b>	19.48	20.86	22.30	23.87	25.50	27.31	29.20
<b>10</b>	20.05	21.48	22.96	24.59	26.27	28.12	30.08
<b>11</b>	20.67	22.10	23.66	25.32	27.05	28.96	30.97
<b>12</b>	21.29	22.79	24.36	26.09	27.87	29.83	31.90
<b>13</b>	21.93	23.47	25.09	26.87	28.70	30.72	32.87
<b>14</b>	22.58	24.17	25.85	27.67	29.57	31.65	33.85
<b>15</b>	23.24	24.92	26.60	28.51	30.45	32.60	34.87
<b>16</b>	23.95	25.66	27.42	29.36	31.36	33.58	35.92
<b>17</b>	24.67	26.43	28.24	30.24	32.30	34.59	37.00
<b>18</b>	25.40	27.22	29.08	31.15	33.27	35.62	38.10
<b>19</b>	26.17	28.05	29.96	32.07	34.27	36.69	39.24
<b>20</b>	26.96	28.89	30.86	33.04	35.29	37.78	40.42
<b>21</b>	27.76	29.75	31.79	34.03	36.35	38.91	41.61
<b>22</b>	28.58	30.65	32.75	35.05	37.43	40.09	42.87
<b>23</b>	29.46	31.57	33.73	36.12	38.55	41.28	44.17
<b>24</b>	30.33	32.52	34.74	37.19	39.72	42.52	45.50
<b>25</b>	31.25	33.49	35.79	38.30	40.91	43.79	46.85
<b>26</b>	31.88	34.15	36.51	39.06	41.73	44.66	47.79

## ***FY12 Appropriated Administrators' Salary Scale***

<b>Step</b>	<b>Level 1</b>	<b>Level 2</b>	<b>Level 3</b>	<b>Level 4</b>	<b>Level 5</b>	<b>Level 6</b>	<b>Level 7</b>
<b>1</b>	69,554	74,437	79,662	85,252	91,233	97,635	104,483
<b>2</b>	69,654	74,537	79,762	85,352	91,333	97,735	104,583
<b>3</b>	69,757	74,640	79,865	85,455	91,436	97,838	104,686
<b>4</b>	70,454	75,387	80,663	86,310	92,351	98,816	105,733
<b>5</b>	72,568	77,649	83,083	88,898	94,891	101,533	108,640
<b>6</b>	74,745	79,977	85,575	91,565	97,501	104,326	111,627
<b>7</b>	76,987	82,376	88,143	94,312	100,182	107,195	114,697
<b>8</b>	79,297	84,848	90,787	97,141	102,937	110,143	117,851
<b>9</b>	81,676	87,393	93,511	100,056	105,768	113,171	121,091
<b>10</b>	84,126	90,015	96,315	103,058	108,675	116,284	124,422
<b>11</b>	86,650	92,715	99,205	106,150	111,664	119,481	127,843
<b>12</b>	89,250	95,496	102,182	109,335	114,735	122,767	131,359
<b>13</b>	91,926	98,362	105,247	112,615	117,890	126,143	134,971
<b>14</b>	94,685	101,313	108,404	115,992	121,131	129,612	138,683
<b>15</b>	97,527	104,353	111,656	119,473	124,462	133,176	142,497
<b>16</b>	100,452	107,484	115,006	123,057	127,886	136,839	146,416
<b>17</b>	102,460	109,633	117,307	125,519	130,443	139,575	149,344
<b>18</b>	104,510	111,826	119,653	128,029	133,052	142,367	152,331