

NEWPORT NEWS PUBLIC SCHOOLS  
 TEACHER GRADE 35A  
 BACHELORS DEGREE  
 MARCH 2021

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
0	46,100	46,820	47,301	48,501	50,902	52,823	58,826	LEAD TEACHER SECONDARY
1	46,561	47,289	47,774	48,986	51,411	53,351	59,414	
2	47,027	47,761	48,251	49,476	51,925	53,885	60,008	
3	47,567	48,311	48,806	50,045	52,522	54,504	60,698	53,048
4	48,114	48,866	49,367	50,620	53,126	55,131	61,396	53,658
5	48,668	49,428	49,935	51,203	53,737	55,765	62,102	54,275
6	49,227	49,997	50,509	51,791	54,355	56,406	62,816	54,899
7	49,794	50,572	51,090	52,387	54,980	57,055	63,539	55,530
8	50,366	51,153	51,678	52,989	55,613	57,711	64,269	56,169
9	50,945	51,741	52,272	53,599	56,252	58,375	65,008	56,815
10	51,531	52,336	52,873	54,215	56,899	59,046	65,756	57,468
11	52,124	52,938	53,481	54,839	57,553	59,725	66,512	58,129
12	52,775	53,600	54,150	55,524	58,273	60,472	67,344	58,856
13	53,435	54,270	54,827	56,218	59,001	61,228	68,185	59,591
14	54,103	54,948	55,512	56,921	59,739	61,993	69,038	60,336
15	54,779	55,635	56,206	57,632	60,486	62,768	69,901	61,090
16	55,464	56,331	56,908	58,353	61,242	63,553	70,774	61,854
17	56,157	57,035	57,620	59,082	62,007	64,347	71,659	62,627
18	56,859	57,748	58,340	59,821	62,782	65,151	72,555	63,410
19	57,570	58,470	59,069	60,569	63,567	65,966	73,462	64,203
20	58,434	59,347	59,955	61,477	64,520	66,955	74,564	65,166
21	59,310	60,237	60,855	62,399	65,488	67,960	75,682	66,143
22	60,200	61,140	61,768	63,335	66,471	68,979	76,817	67,135
23	61,103	62,058	62,694	64,285	67,468	70,014	77,970	68,142
24	62,019	62,988	63,634	65,250	68,480	71,064	79,139	69,164
25	62,950	63,933	64,589	66,228	69,507	72,130	80,326	70,202
26	63,894	64,892	65,558	67,222	70,549	73,212	81,531	71,255
27	64,852	65,866	66,541	68,230	71,608	74,310	82,754	72,324
28	65,825	66,854	67,539	69,253	72,682	75,425	83,996	73,409
29	66,812	67,856	68,552	70,292	73,772	76,556	85,255	74,510
30	67,815	68,874	69,581	71,347	74,879	77,704	86,534	75,627
**31	68,832	69,907	70,624	72,417	76,002	78,870	87,832	76,762

\*Standard teacher contract length.

NEWPORT NEWS PUBLIC SCHOOLS  
 TEACHER GRADE 37A  
 MASTERS DEGREE  
 MARCH 2021

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
0	49,327	50,098	50,612	51,896	54,465	56,521	62,943	LEAD
1	49,820	50,599	51,118	52,415	55,010	57,086	63,573	TEACHER
2	50,318	51,105	51,629	52,939	55,560	57,657	64,208	SECONDARY
3	50,897	51,692	52,223	53,548	56,199	58,320	64,947	56,761
4	51,482	52,287	52,823	54,164	56,845	58,990	65,694	57,414
5	52,075	52,888	53,431	54,787	57,499	59,669	66,449	58,074
6	52,673	53,496	54,045	55,417	58,160	60,355	67,213	58,742
7	53,279	54,112	54,667	56,054	58,829	61,049	67,986	59,417
8	53,892	54,734	55,295	56,699	59,506	61,751	68,768	60,101
9	54,512	55,363	55,931	57,351	60,190	62,461	69,559	60,792
10	55,138	56,000	56,574	58,010	60,882	63,179	70,359	61,491
11	55,773	56,644	57,225	58,677	61,582	63,906	71,168	62,198
12	56,470	57,352	57,940	59,411	62,352	64,705	72,058	62,975
13	57,176	58,069	58,665	60,153	63,131	65,514	72,958	63,763
14	57,890	58,795	59,398	60,905	63,920	66,333	73,870	64,560
15	58,614	59,530	60,140	61,667	64,720	67,162	74,794	65,367
16	59,347	60,274	60,892	62,438	65,528	68,001	75,729	66,184
17	60,088	61,027	61,653	63,218	66,348	68,851	76,675	67,011
18	60,840	61,790	62,424	64,008	67,177	69,712	77,634	67,849
19	61,600	62,562	63,204	64,808	68,017	70,583	78,604	68,697
20	62,524	63,501	64,152	65,780	69,037	71,642	79,783	69,727
21	63,462	64,453	65,115	66,767	70,072	72,717	80,980	70,773
22	64,414	65,420	66,091	67,769	71,124	73,807	82,195	71,835
23	65,380	66,402	67,083	68,785	72,190	74,915	83,428	72,912
24	66,361	67,398	68,089	69,817	73,273	76,038	84,679	74,006
25	67,356	68,409	69,110	70,864	74,372	77,179	85,949	75,116
26	68,366	69,435	70,147	71,927	75,488	78,337	87,238	76,243
27	69,392	70,476	71,199	73,006	76,620	79,512	88,547	77,386
28	70,433	71,533	72,267	74,101	77,770	80,704	89,875	78,547
29	71,489	72,606	73,351	75,213	78,936	81,915	91,223	79,725
30	72,562	73,695	74,451	76,341	80,120	83,144	92,592	80,921
31	73,650	74,801	75,568	77,486	81,322	84,391	93,981	82,135

\*Standard teacher contract length.

NEWPORT NEWS PUBLIC SCHOOLS  
 TEACHER GRADE 38A  
 MASTERS + DEGREE (EdS/Advanced Study)  
 MARCH 2021

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
0	51,053	51,851	52,383	53,712	56,372	58,499	65,146	LEAD
1	51,564	52,370	52,907	54,250	56,935	59,084	65,798	TEACHER
2	52,080	52,893	53,436	54,792	57,505	59,675	66,456	SECONDARY
3	52,679	53,502	54,050	55,422	58,166	60,361	67,220	58,748
4	53,284	54,117	54,672	56,060	58,835	61,055	67,993	59,423
5	53,897	54,739	55,301	56,704	59,511	61,757	68,775	60,107
6	54,517	55,369	55,937	57,356	60,196	62,467	69,566	60,798
7	55,144	56,005	56,580	58,016	60,888	63,186	70,366	61,497
8	55,778	56,650	57,231	58,683	61,588	63,912	71,175	62,204
9	56,419	57,301	57,889	59,358	62,296	64,647	71,994	62,919
10	57,068	57,960	58,554	60,041	63,013	65,391	72,822	63,643
11	57,725	58,627	59,228	60,731	63,738	66,143	73,659	64,375
12	58,446	59,359	59,968	61,490	64,534	66,970	74,580	65,180
13	59,177	60,101	60,718	62,259	65,341	67,807	75,512	65,994
14	59,916	60,853	61,477	63,037	66,158	68,654	76,456	66,819
15	60,665	61,613	62,245	63,825	66,985	69,512	77,412	67,655
16	61,424	62,383	63,023	64,623	67,822	70,381	78,379	68,500
17	62,191	63,163	63,811	65,431	68,670	71,261	79,359	69,356
18	62,969	63,953	64,609	66,249	69,528	72,152	80,351	70,223
19	63,756	64,752	65,416	67,077	70,397	73,054	81,355	71,101
20	64,712	65,723	66,398	68,083	71,453	74,150	82,576	72,168
21	65,683	66,709	67,394	69,104	72,525	75,262	83,814	73,250
22	66,668	67,710	68,404	70,141	73,613	76,391	85,071	74,349
23	67,668	68,726	69,430	71,193	74,717	77,537	86,348	75,464
24	68,683	69,756	70,472	72,261	75,838	78,700	87,643	76,596
25	69,714	70,803	71,529	73,344	76,975	79,880	88,957	77,745
26	70,759	71,865	72,602	74,445	78,130	81,078	90,292	78,911
27	71,821	72,943	73,691	75,561	79,302	82,295	91,646	80,095
28	72,898	74,037	74,796	76,695	80,492	83,529	93,021	81,296
29	73,991	75,148	75,918	77,845	81,699	84,782	94,416	82,516
30	75,101	76,275	77,057	79,013	82,924	86,054	95,832	83,754
31	76,228	77,419	78,213	80,198	84,168	87,344	97,270	85,010

\*Standard teacher contract length.

NEWPORT NEWS PUBLIC SCHOOLS  
 TEACHER GRADE 39A  
 DOCTORATE  
 MARCH 2021

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	245 Day ANNUAL SALARY  LEAD
0	52,840	53,666	54,216	55,592	58,345	60,546	67,077		
1	53,369	54,203	54,759	56,148	58,928	61,152	67,748		
2	53,902	54,745	55,306	56,710	59,517	61,763	68,425		
3	54,522	55,374	55,942	57,362	60,202	62,473	69,212	60,804	\$ 73,365
4	55,149	56,011	56,585	58,022	60,894	63,192	70,008	61,503	\$ 74,209
5	55,784	56,655	57,236	58,689	61,594	63,919	70,813	62,210	\$ 75,062
6	56,425	57,307	57,894	59,364	62,303	64,654	71,628	62,926	\$ 75,925
7	57,074	57,966	58,560	60,047	63,019	65,397	72,451	63,649	\$ 76,798
8	57,730	58,632	59,234	60,737	63,744	66,149	73,285	64,381	\$ 77,682
9	58,394	59,307	59,915	61,436	64,477	66,910	74,127	65,122	\$ 78,575
10	59,066	59,989	60,604	62,142	65,218	67,679	74,980	65,871	\$ 79,479
11	59,745	60,678	61,301	62,857	65,968	68,458	75,842	66,628	\$ 80,393
12	60,492	61,437	62,067	63,642	66,793	69,313	76,790	67,461	\$ 81,397
13	61,248	62,205	62,843	64,438	67,628	70,180	77,750	68,304	\$ 82,415
14	62,013	62,982	63,628	65,243	68,473	71,057	78,722	69,158	\$ 83,445
15	62,789	63,770	64,424	66,059	69,329	71,945	79,706	70,022	\$ 84,488
16	63,574	64,567	65,229	66,885	70,196	72,845	80,702	70,898	\$ 85,544
17	64,368	65,374	66,044	67,721	71,073	73,755	81,711	71,784	\$ 86,614
18	65,173	66,191	66,870	68,567	71,962	74,677	82,732	72,681	\$ 87,696
19	65,987	67,019	67,706	69,424	72,861	75,611	83,766	73,590	\$ 88,792
20	66,977	68,024	68,721	70,466	73,954	76,745	85,023	74,694	\$ 90,124
21	67,982	69,044	69,752	71,523	75,063	77,896	86,298	75,814	\$ 91,476
22	69,002	70,080	70,799	72,595	76,189	79,064	87,593	76,951	\$ 92,848
23	70,037	71,131	71,861	73,684	77,332	80,250	88,907	78,105	\$ 94,241
24	71,087	72,198	72,938	74,790	78,492	81,454	90,240	79,277	\$ 95,655
25	72,154	73,281	74,033	75,912	79,670	82,676	91,594	80,466	\$ 97,090
26	73,236	74,380	75,143	77,050	80,865	83,916	92,968	81,673	\$ 98,546
27	74,334	75,496	76,270	78,206	82,078	85,175	94,362	82,898	\$ 100,024
28	75,449	76,628	77,414	79,379	83,309	86,452	95,778	84,142	\$ 101,524
29	76,581	77,778	78,575	80,570	84,558	87,749	97,214	85,404	\$ 103,047
30	77,730	78,944	79,754	81,778	85,827	89,065	98,673	86,685	\$ 104,593
31	78,896	80,129	80,950	83,005	87,114	90,401	100,153	87,985	\$ 106,162

\*Standard teacher contract length.