

Teacher Salary Scale
2007-08 School Year
195 Day Contract

EXPERIENCE	STEP	BA	BA+15	MA	MA+30	EdD
0	Step 1	\$41,604	\$42,752	\$46,482	\$48,202	\$49,350
1 years	Step 2	\$42,302	\$43,450	\$47,180	\$48,900	\$50,048
2 years	Step 3	\$43,010	\$44,158	\$47,888	\$49,608	\$50,756
3 years	Step 4	\$43,729	\$44,877	\$48,607	\$50,327	\$51,475
4 years	Step 5	\$45,188	\$46,336	\$50,066	\$51,786	\$52,934
5 years	Step 6	\$46,690	\$47,838	\$51,568	\$53,288	\$54,436
6 years	Step 7	\$48,237	\$49,385	\$53,115	\$54,835	\$55,983
7 years	Step 8	\$49,831	\$50,979	\$54,709	\$56,429	\$57,577
8 years	Step 9	\$51,472	\$52,620	\$56,350	\$58,070	\$59,218
9 years	Step 10	\$53,162	\$54,310	\$58,040	\$59,760	\$60,908
10 years	Step 11	\$54,903	\$56,051	\$59,781	\$61,501	\$62,649
11 years	Step 12	\$56,696	\$57,844	\$61,574	\$63,294	\$64,442
12 years	Step 13	\$58,544	\$59,692	\$63,422	\$65,142	\$66,290
13 years	Step 14	\$60,446	\$61,594	\$65,324	\$67,044	\$68,192
14 years	Step 15	\$62,405	\$63,553	\$67,283	\$69,003	\$70,151
15 years	Step 16	\$64,424	\$65,572	\$69,302	\$71,022	\$72,170
16 years	Step 17	\$66,503	\$67,651	\$71,381	\$73,101	\$74,249
17 years	Step 18	\$68,644	\$69,792	\$73,522	\$75,242	\$76,390
18 years	Step 19	\$70,849	\$71,997	\$75,727	\$77,447	\$78,595
19 years	Step 20	\$73,120	\$74,268	\$77,998	\$79,718	\$80,866
20 years	Step 21	\$75,460	\$76,608	\$80,338	\$82,058	\$83,206
21 years	Step 22	\$77,871	\$79,019	\$82,749	\$84,469	\$85,617
22 years	Step 23	\$80,353	\$81,501	\$85,231	\$86,951	\$88,099
23 years	Step 24	\$82,910	\$84,058	\$87,788	\$89,508	\$90,656

Types of Creditable Experience

Types of Non-Creditable Experience (See on back)

TYPES OF CREDITABLE EXPERIENCE

- (1) **Adult Education:** Generally teachers are not awarded experience credit for adult-education experience, however, there may be instances where it is appropriate to give credit for such experience; e.g., teaching in prison schools, vocational schools, or technical schools. Experience credit will be granted only if it can be documented that the experience was full-time and gained in a recognized educational institution.
- (2) **Foreign Schools:** Experience credit granted for foreign experience must consist of full-time professional teaching experience in an accredited program where the teacher was fully responsible for instructing the students in a recognized, acceptable curriculum. Each request for foreign credit will be reviewed on a case by case basis. The applicant will be required to supply appropriate documentation.
- (3) **Librarian/Media Specialist:** Full-time experience gained as a librarian/media specialist in an educational institution is creditable. Experience gained in a public library or military/federal library is not creditable.
- (4) **Military/Retired:** One step placement on the salary scale is awarded for a military career.
 - A. It must consist of instruction in a classroom situation involving subject matter or curriculum. This experience is credible for one step if the person is retired from military or federal government employment.
 - B. Experience is creditable for full-time teaching at any of the armed forces academies. Credit is awarded for teaching 65 percent of the days of a contracted school year.
- (6) **Occupational Therapist/Physical Therapist/Speech Therapist:** Creditable experience is work experience which is gained in hospitals and health related organizations. Credit will be given for full-time or part-time equivalent work experience.
- (7) **Preschool Experience:** Generally preschool experience is not creditable unless it is full-time and the institution is accredited.
- (8) **Private Schools:** Experience gained in a private, religious, or non-sectarian school is creditable if it consists of a full-time professional assignment with an accredited institution.
- (9) **Public Schools:** Credit will be given for full-time teaching experience gained while teaching in public, accredited facilities.
- (10) **School Psychologist:** Credit will only be given for full-time or part-time school psychologist experience. Such experience must have been gained as a professional school psychologist providing psychological services to school-aged children in a grade K-12 educational institution or at the college/university level. Experience must be subsequent to the attainment of the master's degree in school psychology.
- (11) **School Social Worker/Guidance Counselor:** Credit will only be given for full-time or full-time equivalent school social work or guidance counselor experience. Such experience must have been gained as a school social worker or guidance counselor in a Grade K-12 educational institution or at the college/university level and must have been experience gained subsequent to the attainment of the master's degree in social work (MSW).
- (12) **Other Work Experience:** Generally degreed teachers are not awarded credit for work experience, except as indicated above. However, the Human Resource Supervisor may make exceptions for good cause; e.g., degreed nursing instructors may be granted credit for hospital experience, non-degreed vocational teachers may be awarded credit for work experience related to their teaching area, guidance counselors for counseling in public or private agencies which focus on total growth of children, technology education teachers or teachers in a critical shortage area who have related work experience. These individual cases must have approval from the Director of Human Resources.

TYPES OF NONCREDITABLE EXPERIENCE

- (1) Substitute teaching or work assignments that are not contracted
- (2) Teacher assistant or tutor positions
- (3) Private instruction (teaching or consulting)
- (4) Non-academic administrative experience
- (5) Day care center experiences
- (6) Random or intermittent experiences
- (7) Practice or student teaching
- (8) Graduate assistantships or internships
- (9) Contracted experiences for years in which the number of days of employment during the school year is less than 65 percent of the total days generally contracted for the position during the contractual year
- (10) Part-time employment of less than 35 hours per week on the job except as otherwise noted on attachment A.

CRITERIA FOR DEGREE SUPPLEMENTS

- (1) Teachers holding a bachelor's, master's, or doctoral level degree from an accredited* institution shall be placed on the appropriate salary scale.
- (2) Courses used for upgrading to the BA +15 salary scale must be graduate level courses. Coursework in a graduate program leading to an advanced degree in education shall be approved. If the coursework contributes to the attainment of an additional certification endorsement, graduate or undergraduate level courses other than those used in a program leading toward an advanced degree in education may be used to upgrade salary to the BA +15.
- (3) A teacher who earns a minimum of 30 semester hours of graduate credit from accredited * institutions beyond the requirements for the master's degree shall be eligible for the MA+30 supplement. Graduate hours used for receipt of the MA+30 supplement must be related to the teaching assignment, the acquisition of an additional endorsement, or for professional advancement in the field of education (administration, guidance, etc.). Graduate hours used for receipt of the MA+30 supplement must have been earned after the Master's degree was awarded or be supported by evidence that the courses were not used to meet the requirements of the Master's degree.

* The term "accredited", as used herein, refers to a four-year institution of higher learning approved by the Virginia State Board of Education or, in the case of out-of-state institutions, by their own state boards of education and by recognized regional and national accrediting agencies. Foreign school credits must be approved by the Virginia Board of Education.