



2023-2024 Adopted Teacher Salary Scales

Steps*	Bachelor's Grade HP.29	Bachelor's Grade UP.29	Bachelor's with NBCT or Master's HP.30	Bachelor's with NBCT or Master's UP.30	Master's Degree with NBCT HP.31	Master's Degree with NBCT UP.31
Step 1	FY24 - Begin Hiring on Step 2					
Step 2	54,602	55,290	57,223	57,944	59,970	60,725
Step 3	55,897	56,601	58,580	59,318	61,392	62,166
Step 4	57,223	57,944	59,970	60,725	62,849	63,641
Step 5	58,580	59,318	61,392	62,166	64,339	65,150
Step 6	59,970	60,725	62,849	63,641	65,866	66,695
Step 7	61,392	62,166	64,339	65,150	67,428	68,277
Step 8	62,849	63,641	65,866	66,695	69,027	69,897
Step 9	64,339	65,150	67,428	68,277	70,665	71,555
Step 10	65,866	66,695	69,027	69,897	72,341	73,252
Step 11	67,428	68,277	70,665	71,555	74,057	74,990
Step 12	69,027	69,897	72,341	73,252	75,813	76,769
Step 13	70,665	71,555	74,057	74,990	77,612	78,590
Step 14	72,341	73,252	75,813	76,769	79,453	80,454
Step 15	74,057	74,990	77,612	78,590	81,337	82,362
Step 16	75,813	76,769	79,453	80,454	83,267	84,316
Step 17	77,612	78,590	81,337	82,362	85,242	86,316
Step 18	79,453	80,454	83,267	84,316	87,264	88,363
Step 19	81,337	82,362	85,242	86,316	89,334	90,459
Step 20	83,267	84,316	87,264	88,363	91,453	92,605
Step 21	85,242	86,316	89,334	90,459	93,622	94,801
Step 22	87,264	88,363	91,453	92,605	95,843	97,050
Step 23	89,334	90,459	93,622	94,801	98,116	99,352
Step 24	91,453	92,605	95,843	97,050	100,443	101,709
Step 25	93,622	94,801	98,116	99,352	102,826	104,121
Step 26	95,843	97,050	100,443	101,709	105,265	106,591
Step 27	98,116	99,352	102,826	104,121	107,762	109,119

***NOTE: The HCPS pay scale steps do not directly correlate with years of service. Each employee's grade and step depends on the placement scale the year they were hired. Step movement is based on the systemwide pay plan step increases/adjustments and HCPS recognition of advanced credentials.**

Definition of UP: Unified Pay Plan for Staff Hired Prior to 1/1/2012

Definition of HP: Henrico Pay Plan for Staff Hired 1/1/2012 & After

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