

## January 1, 2015 - June 30, 2016 Teacher Salary Scales

HCPS Employees hired 1/1/14 or later

External New Hires

Placement Chart

Years of Experience	Henrico HP Bachelor's Scale			Henrico HP Master's Scale		
	Step	Salary 1/1/15 thru 9/30/15	Salary after 10/1/15	Step	Salary 1/1/15 thru 9/30/15	Salary after 10/1/15
0	1	41,726.70	42,561.24	1	43,729.69	44,604.30
1	1	41,726.70	42,561.24	1	43,729.69	44,604.30
2	1	41,726.70	42,561.24	1	43,729.69	44,604.30
3	1	41,726.70	42,561.24	1	43,729.69	44,604.30
4	1	41,726.70	42,561.24	1	43,729.69	44,604.30
5	2	42,716.46	43,570.80	2	44,766.96	45,662.30
6	2	42,716.46	43,570.80	2	44,766.96	45,662.30
7	2	42,716.46	43,570.80	2	44,766.96	45,662.30
8	2	42,716.46	43,570.80	2	44,766.96	45,662.30
9	2	42,716.46	43,570.80	2	44,766.96	45,662.30
10	2	42,716.46	43,570.80	2	44,766.96	45,662.30
11	2	42,716.46	43,570.80	2	44,766.96	45,662.30
12	3	43,726.69	44,604.30	3	45,828.83	46,745.41
13	3	43,726.69	44,604.30	3	45,828.83	46,745.41
14	4	44,766.96	45,662.30	4	46,915.90	47,854.21
15	5	45,828.83	46,745.41	5	48,028.74	48,989.32
16	5	45,828.83	46,745.41	5	48,028.74	48,989.32
17	5	45,828.83	46,745.41	5	48,028.74	48,989.32
18	5	45,828.83	46,745.41	5	48,028.74	48,989.32
19	5	45,828.83	46,745.41	5	48,028.74	48,989.32
20	6	46,915.90	47,854.21	6	49,167.99	50,151.34
21	7	48,028.74	48,989.32	7	50,334.24	51,340.93
22	8	49,167.99	50,151.34	8	51,528.18	52,558.73
23	9	50,334.24	51,340.93	9	52,750.43	53,805.43
24	9	50,334.24	51,340.93	9	52,750.43	53,805.43
25	9	50,334.24	51,340.93	9	52,750.43	53,805.43
26	10	51,528.18	52,558.73	10	54,001.67	55,081.70
27	11	52,750.43	53,805.43	11	55,282.59	56,388.23
28	12	54,001.67	55,081.70	12	56,593.89	57,725.77
29	13	55,282.59	56,388.23	13	57,936.29	59,095.02
30	14	56,593.89	57,725.77	14	59,310.54	60,496.76
31	15	57,936.29	59,095.02	15	60,717.39	61,931.73
32	16	59,310.54	60,496.76	16	62,157.60	63,400.75
33	17	60,717.39	61,931.73	17	63,631.97	64,904.62
34	18	62,157.60	63,400.75	18	65,141.34	66,444.16
35	19	63,631.97	64,904.62	19	66,686.48	68,020.22
36	20	65,141.34	66,444.16	20	68,268.28	69,633.65
37	21	66,686.48	68,020.22	21	69,887.61	71,285.37
38	22	68,268.28	69,633.65	22	71,545.35	72,976.25
39	23	69,887.61	71,285.37	23	73,242.39	74,707.25
40	24	71,545.35	72,976.25	24	74,979.70	76,479.30
41	25	73,242.39	74,707.25	25	76,758.23	78,293.39
42	26	74,979.70	76,479.30	26	78,578.93	80,150.51

January 1, 2015 through June 30, 2016		
Years of Experience	Step	Pay Plan
0-4	1	HP
5-11	2	HP
12-13	3	HP
14	4	HP
15-19	5	HP
20	6	HP
21	7	HP
22	8	HP
23-25	9	HP
26	10	HP
27	11	HP
28	12	HP
29+	13	HP

Regardless of the amount of previous teaching experience, employees shall not be entitled to any retroactive adjustment for years of teaching experience should compensations policies change in future years.

Salaries shown are for a regular teacher's contract consisting of 209 paid days on the HP Pay Plan and hired January 1, 2014 or later.