



2022-2023 Adopted Teacher Salary Scales

Step *	Bachelor's Grade 29 UP	Bachelor's Grade 29 HP	Bachelor's with NBCT or Master's Grade 30 UP	Bachelor's with NBCT or Master's Grade 30 HP	Master's Degree with NBCT Grade 31 UP	Master's Degree with NBCT Grade 31 HP
1	FY23 - Begin Hiring on Step 2					
2	51,100	50,464	53,553	52,887	56,124	55,426
3	52,312	51,661	54,823	54,141	57,455	56,740
4	53,553	52,887	56,124	55,426	58,818	58,086
5	54,823	54,141	57,455	56,740	60,213	59,464
6	56,124	55,426	58,818	58,086	61,641	60,874
7	57,455	56,740	60,213	59,464	63,103	62,318
8	58,818	58,086	61,641	60,874	64,600	63,797
9	60,213	59,464	63,103	62,318	66,133	65,310
10	61,641	60,874	64,600	63,796	67,701	66,859
11	63,103	62,318	66,133	65,310	69,307	68,445
12	64,600	63,796	67,701	66,859	70,951	70,068
13	66,133	65,310	69,307	68,445	72,634	71,730
14	67,701	66,859	70,951	70,068	74,357	73,432
15	69,307	68,445	72,634	71,730	76,121	75,174
16	70,951	70,068	74,357	73,432	77,926	76,957
17	72,634	71,730	76,121	75,174	79,775	78,782
18	74,357	73,432	77,926	76,957	81,667	80,651
19	76,121	75,174	79,775	78,782	83,604	82,564
20	77,926	76,957	81,667	80,651	85,587	84,522
21	79,775	78,782	83,604	82,564	87,617	86,527
22	81,667	80,651	85,587	84,522	89,696	88,580
23	83,604	82,564	87,617	86,527	91,823	90,681
24	85,587	84,522	89,696	88,580	94,001	92,832
25	87,617	86,527	91,823	90,681	96,231	95,034
26	89,696	88,580	94,001	92,832	98,514	97,288
27	91,824	90,681	96,231	95,034	100,850	99,596
28	94,002	92,832	98,513	97,288	103,242	101,958
29	96,231	95,034	100,850	99,596	105,691	104,377
30	98,514	97,288	103,242	101,958	108,198	106,853
31	100,851	99,596	105,691	104,377	110,765	109,387
32	103,243	101,958	108,198	106,853	113,392	111,982

***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 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 teacher's contract consisting of 209 paid days.