

2017-2018 Teacher Salary Scales

| Henrico HP | | | |
|---------------------|------|-------------------|-----------------|
| Years of Experience | Step | Bachelor's Salary | Master's Salary |
| 0 | 2 | 44,660.06 | 46,803.86 |
| 1 | 2 | 44,660.06 | 46,803.86 |
| 2 | 2 | 44,660.06 | 46,803.86 |
| 3 | 2 | 44,660.06 | 46,803.86 |
| 4 | 2 | 44,660.06 | 46,803.86 |
| 5 | 2 | 44,660.06 | 46,803.86 |
| 6 | 3 | 45,719.40 | 47,914.05 |
| 7 | 3 | 45,719.40 | 47,914.05 |
| 8 | 3 | 45,719.40 | 47,914.05 |
| 9 | 3 | 45,719.40 | 47,914.05 |
| 10 | 3 | 45,719.40 | 47,914.05 |
| 11 | 3 | 45,719.40 | 47,914.05 |
| 12 | 3 | 45,719.40 | 47,914.05 |
| 13 | 4 | 46,803.86 | 49,050.56 |
| 14 | 4 | 46,803.86 | 49,050.56 |
| 15 | 5 | 47,914.05 | 50,214.06 |
| 16 | 6 | 49,050.56 | 51,405.12 |
| 17 | 6 | 49,050.56 | 51,405.12 |
| 18 | 6 | 49,050.56 | 51,405.12 |
| 19 | 6 | 49,050.56 | 51,405.12 |
| 20 | 6 | 49,050.56 | 51,405.12 |
| 21 | 7 | 50,214.06 | 52,624.46 |
| 22 | 8 | 51,405.12 | 53,872.71 |
| 23 | 9 | 52,624.46 | 55,150.57 |
| 24 | 10 | 53,872.71 | 56,458.74 |
| 25 | 10 | 53,872.71 | 56,458.74 |
| 26 | 10 | 53,872.71 | 56,458.74 |
| 27 | 11 | 55,150.57 | 57,797.95 |
| 28 | 12 | 56,458.74 | 59,168.90 |
| 29 | 13 | 57,797.95 | 60,572.40 |
| 30 | 14 | 59,168.90 | 62,009.16 |
| 31 | 15 | 60,572.40 | 63,480.02 |
| 32 | 16 | 62,009.16 | 64,985.77 |
| 33 | 17 | 63,480.02 | 66,527.24 |
| 34 | 18 | 64,985.77 | 68,105.26 |
| 35 | 19 | 66,527.24 | 69,720.71 |
| 36 | 20 | 68,105.26 | 71,374.49 |
| 37 | 21 | 69,720.71 | 73,067.50 |
| 38 | 22 | 71,674.49 | 74,800.65 |
| 39 | 23 | 73,067.50 | 76,574.92 |
| 40 | 24 | 74,800.65 | 78,391.29 |
| 41 | 25 | 76,574.92 | 80,250.00 |
| 42 | 26 | 78,391.29 | 82,154.27 |

| External New Hires Placement Chart | | |
|------------------------------------|------|----------|
| Years of Experience | Step | Pay Plan |
| 0-5** | 2 | HP |
| 6-12 | 3 | HP |
| 13-14 | 4 | HP |
| 15 | 5 | HP |
| 16-20 | 6 | HP |
| 21 | 7 | HP |
| 22 | 8 | HP |
| 23 | 9 | HP |
| 24-26 | 10 | HP |
| 27 | 11 | HP |
| 28 | 12 | HP |
| 29+ | 13 | HP |

****There may be staff above the years of experience placement due to factors such as National Board Certification, etc.**

Regardless of the amount of previous teaching experience, employees shall not be entitled to any retroactive adjustment for years of teaching experience should compensation polices change in future years. Salaries shown are for a regular teacher's contract consisting of 209 paid days.