

# Norfolk Public Schools

## 2011-12 Salary Scales for TEACHERS

### 12 Month

| Step | No Degree<br>(Grade 01) | Bachelors<br>Degree<br>(Grade 03) | Masters<br>Degree<br>(Grade 05) | Masters<br>plus 30<br>Hours<br>(Grade 06) | Doctoral<br>Degree<br>(Grade 07) |
|------|-------------------------|-----------------------------------|---------------------------------|---|----------------------------------|
| 1    | 41,848                  | 45,614                            | 49,264                          | 51,234                                    | 53,697                           |
| 2    | 42,685                  | 46,527                            | 50,249                          | 52,259                                    | 54,771                           |
| 3    | 43,539                  | 47,457                            | 51,254                          | 53,304                                    | 55,867                           |
| 4    | 44,410                  | 48,406                            | 52,279                          | 54,370                                    | 56,984                           |
| 5    | 45,298                  | 49,374                            | 53,324                          | 55,457                                    | 58,124                           |
| 6    | 46,204                  | 50,362                            | 54,391                          | 56,567                                    | 59,286                           |
| 7    | 47,128                  | 51,369                            | 55,479                          | 57,698                                    | 60,472                           |
| 8    | 48,070                  | 52,397                            | 56,588                          | 58,852                                    | 61,681                           |
| 9    | 49,032                  | 53,445                            | 57,720                          | 60,029                                    | 62,915                           |
| 10   | 50,503                  | 55,048                            | 59,452                          | 61,830                                    | 64,802                           |
| 11   | 52,018                  | 56,699                            | 61,235                          | 63,685                                    | 66,746                           |
| 12   | 53,578                  | 58,400                            | 63,072                          | 65,595                                    | 68,749                           |
| 13   | 55,186                  | 60,152                            | 64,964                          | 67,563                                    | 70,811                           |
| 14   | 56,841                  | 61,957                            | 66,913                          | 69,590                                    | 72,936                           |
| 15   | 58,546                  | 63,816                            | 68,921                          | 71,678                                    | 75,124                           |
| 16   | 60,303                  | 65,730                            | 70,988                          | 73,828                                    | 77,377                           |
| 17   | 62,112                  | 67,702                            | 73,118                          | 76,043                                    | 79,699                           |
| 18   | 63,975                  | 69,733                            | 75,312                          | 78,324                                    | 82,090                           |
| 19   | 65,894                  | 71,825                            | 77,571                          | 80,674                                    | 84,552                           |

\$2,500.00 National Board Certification

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|------|-------------------------|-----------------------------------|---------------------------------|---|----------------------------------|
| 1    | 38,361                  | 41,813                            | 45,158                          | 46,965                                    | 49,222                           |
| 2    | 39,128                  | 42,649                            | 46,061                          | 47,904                                    | 50,207                           |
| 3    | 39,911                  | 43,502                            | 46,983                          | 48,862                                    | 51,211                           |
| 4    | 40,709                  | 44,373                            | 47,922                          | 49,839                                    | 52,235                           |
| 5    | 41,523                  | 45,260                            | 48,881                          | 50,836                                    | 53,280                           |
| 6    | 42,353                  | 46,165                            | 49,858                          | 51,853                                    | 54,346                           |
| 7    | 43,200                  | 47,088                            | 50,856                          | 52,890                                    | 55,433                           |
| 8    | 44,064                  | 48,030                            | 51,873                          | 53,948                                    | 56,541                           |
| 9    | 44,946                  | 48,991                            | 52,910                          | 55,026                                    | 57,672                           |
| 10   | 46,294                  | 50,461                            | 54,497                          | 56,677                                    | 59,402                           |
| 11   | 47,683                  | 51,974                            | 56,132                          | 58,378                                    | 61,184                           |
| 12   | 49,113                  | 53,534                            | 57,816                          | 60,129                                    | 63,020                           |
| 13   | 50,587                  | 55,140                            | 59,551                          | 61,933                                    | 64,910                           |
| 14   | 52,104                  | 56,794                            | 61,337                          | 63,791                                    | 66,858                           |
| 15   | 53,668                  | 58,498                            | 63,177                          | 65,705                                    | 68,863                           |
| 16   | 55,278                  | 60,253                            | 65,073                          | 67,676                                    | 70,929                           |
| 17   | 56,936                  | 62,060                            | 67,025                          | 69,706                                    | 73,057                           |
| 18   | 58,644                  | 63,922                            | 69,036                          | 71,797                                    | 75,249                           |
| 19   | 60,403                  | 65,840                            | 71,107                          | 73,951                                    | 77,506                           |

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|------|-------------------------|-----------------------------------|---------------------------------|---|----------------------------------|
| 1    | 36,617                  | 39,913                            | 43,106                          | 44,830                                    | 46,985                           |
| 2    | 37,349                  | 40,711                            | 43,968                          | 45,726                                    | 47,925                           |
| 3    | 38,096                  | 41,525                            | 44,847                          | 46,641                                    | 48,883                           |
| 4    | 38,858                  | 42,356                            | 45,744                          | 47,574                                    | 49,861                           |
| 5    | 39,635                  | 43,203                            | 46,659                          | 48,525                                    | 50,858                           |
| 6    | 40,428                  | 44,067                            | 47,592                          | 49,496                                    | 51,875                           |
| 7    | 41,237                  | 44,948                            | 48,544                          | 50,486                                    | 52,913                           |
| 8    | 42,061                  | 45,847                            | 49,515                          | 51,495                                    | 53,971                           |
| 9    | 42,903                  | 46,764                            | 50,505                          | 52,525                                    | 55,051                           |
| 10   | 44,190                  | 48,167                            | 52,020                          | 54,101                                    | 56,702                           |
| 11   | 45,516                  | 49,612                            | 53,581                          | 55,724                                    | 58,403                           |
| 12   | 46,881                  | 51,100                            | 55,188                          | 57,396                                    | 60,155                           |
| 13   | 48,287                  | 52,633                            | 56,844                          | 59,118                                    | 61,960                           |
| 14   | 49,736                  | 54,212                            | 58,549                          | 60,891                                    | 63,819                           |
| 15   | 51,228                  | 55,839                            | 60,306                          | 62,718                                    | 65,733                           |
| 16   | 52,765                  | 57,514                            | 62,115                          | 64,599                                    | 67,705                           |
| 17   | 54,348                  | 59,239                            | 63,978                          | 66,537                                    | 69,736                           |
| 18   | 55,978                  | 61,016                            | 65,898                          | 68,534                                    | 71,828                           |
| 19   | 57,658                  | 62,847                            | 67,875                          | 70,590                                    | 73,983                           |

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|------|-------------------------|-----------------------------------|---------------------------------|---|----------------------------------|
| 1    | 34,873                  | 38,012                            | 41,053                          | 42,695                                    | 44,748                           |
| 2    | 35,571                  | 38,772                            | 41,874                          | 43,549                                    | 45,643                           |
| 3    | 36,282                  | 39,548                            | 42,711                          | 44,420                                    | 46,556                           |
| 4    | 37,008                  | 40,339                            | 43,566                          | 45,308                                    | 47,487                           |
| 5    | 37,748                  | 41,145                            | 44,437                          | 46,215                                    | 48,436                           |
| 6    | 38,503                  | 41,968                            | 45,326                          | 47,139                                    | 49,405                           |
| 7    | 39,273                  | 42,808                            | 46,232                          | 48,082                                    | 50,393                           |
| 8    | 40,059                  | 43,664                            | 47,157                          | 49,043                                    | 51,401                           |
| 9    | 40,860                  | 44,537                            | 48,100                          | 50,024                                    | 52,429                           |
| 10   | 42,086                  | 45,873                            | 49,543                          | 51,525                                    | 54,002                           |
| 11   | 43,348                  | 47,249                            | 51,029                          | 53,071                                    | 55,622                           |
| 12   | 44,649                  | 48,667                            | 52,560                          | 54,663                                    | 57,291                           |
| 13   | 45,988                  | 50,127                            | 54,137                          | 56,303                                    | 59,009                           |
| 14   | 47,368                  | 51,631                            | 55,761                          | 57,992                                    | 60,780                           |
| 15   | 48,789                  | 53,180                            | 57,434                          | 59,731                                    | 62,603                           |
| 16   | 50,252                  | 54,775                            | 59,157                          | 61,523                                    | 64,481                           |
| 17   | 51,760                  | 56,418                            | 60,932                          | 63,369                                    | 66,416                           |
| 18   | 53,313                  | 58,111                            | 62,760                          | 65,270                                    | 68,408                           |
| 19   | 54,912                  | 59,854                            | 64,642                          | 67,228                                    | 70,460                           |

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