

NORFOLK PUBLIC SCHOOLS

2012-13 Salary Scale for Teachers

10 MONTHS

Step	No Degree	Bachelors	Masters	Masters	Doctoral
	(Grade 01)	Degree	Degree	plus 30	Degree
	(Grade 01)	(Grade 03)	(Grade 05)	Hours	(Grade 07)
1	36,794	40,104	43,306	45,038	47,203
2	36,969	40,294	43,511	45,251	47,427
3	37,143	40,484	43,716	45,465	47,651
4	37,317	40,674	43,921	45,678	47,874
5	38,055	41,490	44,800	46,604	48,831
6	38,823	42,321	45,694	47,529	49,819
7	39,592	43,168	46,619	48,486	50,808
8	40,392	44,031	47,545	49,443	51,827
9	41,192	44,910	48,502	50,431	52,862
10	42,023	45,804	49,474	51,451	53,913
11	42,870	46,714	50,463	52,470	54,996
12	43,717	47,655	51,466	53,521	56,094
13	45,035	49,082	53,004	55,137	57,788
14	46,384	50,557	54,604	56,784	59,513
15	47,780	52,078	56,235	58,494	61,302
16	49,208	53,631	57,929	60,251	63,137
17	50,682	55,247	59,670	62,055	65,035
18	52,204	56,910	61,459	63,906	66,980
19	53,772	58,604	63,294	65,835	68,988
20	55,388	60,360	65,192	67,811	71,058
21	57,051	62,180	67,153	69,835	73,192
22	58,761	64,047	69,160	71,937	75,388
23	60,523	65,968	71,235	74,095	77,650
24	62,339	67,947	73,372	76,318	79,979
25	64,209	69,986	75,573	78,607	82,378
26	66,135	72,085	77,841	80,966	84,850

\$2,675.00 National Board Certification

NORFOLK PUBLIC SCHOOLS

2012-13 Salary Scales for Teachers

10.5 MONTHS

Step	No Degree (Grade 01)	Bachelors Degree (Grade 03)	Masters Degree (Grade 05)	Masters plus 30 Hours (Grade 06)	Doctoral Degree (Grade 07)
1	38,634	42,109	45,471	47,290	49,563
2	38,817	42,309	45,686	47,514	49,798
3	39,000	42,508	45,902	47,738	50,033
4	39,183	42,708	46,117	47,962	50,268
5	39,957	43,564	47,040	48,934	51,273
6	40,765	44,437	47,979	49,906	52,310
7	41,572	45,327	48,950	50,910	53,348
8	42,412	46,233	49,922	51,915	54,419
9	43,252	47,155	50,927	52,953	55,506
10	44,124	48,094	51,948	54,023	56,609
11	45,014	49,049	52,986	55,094	57,746
12	45,903	50,037	54,040	56,197	58,899
13	47,287	51,536	55,654	57,894	60,677
14	48,703	53,084	57,334	59,623	62,489
15	50,169	54,682	59,047	61,419	64,367
16	51,668	56,313	60,826	63,263	66,294
17	53,216	58,009	62,654	65,157	68,287
18	54,814	59,755	64,531	67,101	70,329
19	56,461	61,534	66,459	69,127	72,437
20	58,157	63,379	68,451	71,202	74,611
21	59,903	65,289	70,510	73,327	76,851
22	61,699	67,249	72,618	75,534	79,157
23	63,549	69,267	74,797	77,800	81,532
24	65,456	71,345	77,041	80,134	83,978
25	67,420	73,485	79,352	82,538	86,497
26	69,442	75,689	81,733	85,014	89,092

\$2,675.00 National Board Certification

NORFOLK PUBLIC SCHOOLS

2012-13 Salary Scale for Teachers

11 MONTHS

Step	No Degree	Bachelors	Masters	Masters	Doctoral
	(Grade 01)	Degree	Degree	plus 30	Degree
	(Grade 01)	(Grade 03)	(Grade 05)	Hours	(Grade 07)
	(Grade 01)	(Grade 03)	(Grade 05)	(Grade 06)	(Grade 07)
1	40,474	44,115	47,636	49,542	51,923
2	40,666	44,324	47,862	49,776	52,170
3	40,857	44,533	48,088	50,011	52,416
4	41,049	44,742	48,313	50,246	52,662
5	41,860	45,639	49,280	51,264	53,714
6	42,706	46,554	50,263	52,282	54,801
7	43,551	47,485	51,281	53,335	55,888
8	44,431	48,434	52,299	54,387	57,010
9	45,311	49,401	53,352	55,474	58,149
10	46,226	50,384	54,422	56,596	59,305
11	47,157	51,385	55,509	57,717	60,495
12	48,089	52,420	56,613	58,873	61,703
13	49,539	53,990	58,304	60,651	63,567
14	51,023	55,612	60,064	62,462	65,465
15	52,558	57,286	61,859	64,343	67,432
16	54,128	58,994	63,722	66,276	69,451
17	55,750	60,771	65,637	68,260	71,538
18	57,424	62,600	67,604	70,296	73,678
19	59,150	64,464	69,623	72,418	75,887
20	60,927	66,397	71,711	74,593	78,164
21	62,756	68,398	73,868	76,818	80,511
22	64,637	70,451	76,077	79,131	82,927
23	66,576	72,565	78,359	81,505	85,414
24	68,573	74,742	80,710	83,950	87,977
25	70,630	76,984	83,131	86,468	90,616
26	72,749	79,294	85,625	89,062	93,335

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NORFOLK PUBLIC SCHOOLS

2012-13 Salary Scale for Teachers

12 MONTHS

Step	No Degree (Grade 01)	Bachelors Degree (Grade 03)	Masters Degree (Grade 05)	Masters plus 30 Hours (Grade 06)	Doctoral Degree (Grade 07)
1	44,153	48,125	51,967	54,045	56,644
2	44,362	48,353	52,213	54,302	56,912
3	44,572	48,581	52,459	54,558	57,181
4	44,781	48,809	52,706	54,814	57,449
5	45,666	49,788	53,760	55,924	58,597
6	46,588	50,786	54,833	57,035	59,783
7	47,510	51,802	55,943	58,183	60,969
8	48,470	52,837	57,054	59,331	62,193
9	49,430	53,892	58,202	60,517	63,435
10	50,428	54,964	59,369	61,741	64,696
11	51,444	56,056	60,555	62,964	65,995
12	52,461	57,186	61,760	64,226	67,313
13	54,042	58,899	63,604	66,164	69,346
14	55,661	60,668	65,524	68,141	71,416
15	57,336	62,494	67,482	70,193	73,562
16	59,049	64,357	69,515	72,301	75,764
17	60,819	66,296	71,604	74,466	78,042
18	62,644	68,291	73,750	76,687	80,376
19	64,527	70,324	75,953	79,002	82,785
20	66,466	72,433	78,230	81,374	85,270
21	68,461	74,616	80,583	83,802	87,830
22	70,513	76,856	82,993	86,324	90,465
23	72,628	79,162	85,482	88,914	93,179
24	74,807	81,537	88,047	91,581	95,975
25	77,051	83,983	90,688	94,329	98,854
26	79,363	86,502	93,409	97,159	101,820

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