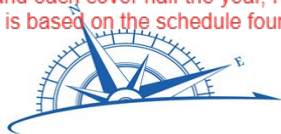


Two salary schedules were in use in the 2023-2024 school year: one from July 1, 2023 - December 31, 2023 and the other from January 1, 2024 - June 30, 2024. When two schedules are in use and each cover half the year, NCTQ's policy is to base our analysis on the schedule on which teachers concluded the year. As a result, the 2023-2024 salary analysis is based on the schedule found below on page 2.



VIRGINIA BEACH CITY PUBLIC SCHOOLS
CHARTING THE COURSE

INSTRUCTIONAL EXPERIENCED-BASED STEP PAY SCALE

SY 2023 - 2024

Effective: July 1, 2023

Creditable Years of Teaching Experience	Standard Teaching	10-month Extended	10-month Extended HS School Counselors	11-month	12-month	ALC
0	51,965	54,836	56,396	57,424	67,562	36,404
1	52,745	55,659	57,242	58,286	68,576	36,950
2	53,536	56,494	58,101	59,160	69,604	37,504
3	54,339	57,341	58,972	60,047	70,648	38,067
4	55,154	58,202	59,857	60,948	71,708	38,638
5	55,981	59,075	60,755	61,862	72,784	39,217
6	56,821	59,961	61,666	62,790	73,875	39,806
7	57,674	60,860	62,591	63,732	74,984	40,403
8	58,539	61,773	63,530	64,688	76,108	41,009
9	59,417	62,700	64,483	65,658	77,250	41,624
10	60,308	63,640	65,450	66,643	78,409	42,248
11	61,213	64,595	66,432	67,643	79,585	42,882
12	62,131	65,564	67,428	68,658	80,779	43,525
13	63,063	66,547	68,440	69,687	81,990	44,178
14	64,009	67,545	69,467	70,733	83,220	44,841
15	64,969	68,559	70,508	71,794	84,468	45,513
16	65,943	69,587	71,566	72,871	85,736	46,196
17	66,933	70,631	72,640	73,964	87,022	46,889
18	67,936	71,690	73,729	75,073	88,327	47,592
19	68,956	72,766	74,835	76,199	89,652	48,306
20	69,990	73,857	75,958	77,342	90,997	49,031
21	71,040	74,965	77,097	78,502	92,362	49,766
22	72,105	76,089	78,253	79,681	93,747	50,513
23	73,187	77,231	79,427	80,875	95,153	51,271
24	74,285	78,389	80,619	82,088	96,581	52,040
25	75,399	79,565	81,828	83,320	98,029	52,820
26	76,530	80,758	83,055	84,569	99,500	53,613
27	77,678	81,970	84,301	85,838	100,992	54,417
28	78,843	83,199	85,566	87,126	102,507	55,233
29	80,026	84,447	86,849	88,432	104,045	56,062
30	81,226	85,714	88,152	89,759	105,605	56,902
31	82,445	87,000	89,474	91,105	107,189	57,756
32	83,681	88,305	90,816	92,472	108,797	58,622
33	84,936	89,629	92,179	93,859	110,429	59,502
34	86,211	90,974	93,561	95,267	112,086	60,394
35	87,504	92,339	94,965	96,696	113,767	61,300
36	88,816	93,724	96,389	98,146	115,473	62,220
37	90,149	95,129	97,835	99,618	117,206	63,153
38	91,501	96,556	99,303	101,113	118,964	64,100
39	92,873	98,005	100,792	102,629	120,748	65,062
40	94,266	99,475	102,304	104,169	122,559	66,038
41	95,680	100,967	103,839	105,731	124,398	67,028
42	97,116	102,481	105,396	107,317	126,264	68,034
43	98,572	104,019	106,977	108,927	128,158	69,054
44	100,051	105,579	108,582	110,561	130,080	70,090

Experience steps 1-43 adjusted to reflect 1.5% between each year of experience.



INSTRUCTIONAL EXPERIENCED-BASED STEP PAY SCALE

SY 2023 - 2024

Effective: January 1, 2024 - June 30, 2024

Creditable Years of Teaching Experience	Standard Teaching	10-month Extended	10-month Extended HS School Counselors	11-month	12-month	ALC
0	53,005	55,933	57,524	58,573	68,913	37,132
1	53,800	56,772	58,387	59,451	69,947	37,689
2	54,607	57,624	59,263	60,343	70,996	38,254
3	55,426	58,488	60,152	61,248	72,061	38,828
4	56,257	59,366	61,054	62,167	73,142	39,411
5	57,101	60,256	61,970	63,100	74,240	40,002
6	57,958	61,160	62,900	64,046	75,353	40,602
7	58,827	62,078	63,843	65,007	76,483	41,211
8	59,710	63,009	64,801	65,982	77,631	41,829
9	60,605	63,954	65,773	66,972	78,795	42,457
10	61,514	64,913	66,759	67,976	79,977	43,093
11	62,437	65,887	67,761	68,996	81,177	43,740
12	63,374	66,875	68,777	70,031	82,394	44,396
13	64,324	67,878	69,809	71,081	83,630	45,062
14	65,289	68,896	70,856	72,147	84,885	45,738
15	66,268	69,930	71,919	73,230	86,158	46,424
16	67,262	70,979	72,998	74,328	87,450	47,120
17	68,271	72,043	74,093	75,443	88,762	47,827
18	69,295	73,124	75,204	76,575	90,093	48,544
19	70,335	74,221	76,332	77,723	91,445	49,273
20	71,390	75,334	77,477	78,889	92,817	50,012
21	72,461	76,464	78,639	80,073	94,209	50,762
22	73,548	77,611	79,819	81,275	95,622	51,523
23	74,651	78,775	81,016	82,493	97,056	52,296
24	75,771	79,957	82,231	83,730	98,512	53,081
25	76,907	81,156	83,465	84,986	99,990	53,877
26	78,061	82,374	84,717	86,261	101,490	54,685
27	79,232	83,609	85,987	87,555	103,012	55,505
28	80,420	84,864	87,277	88,868	104,557	56,338
29	81,626	86,136	88,586	90,201	106,126	57,183
30	82,851	87,429	89,915	91,554	107,717	58,041
31	84,094	88,740	91,264	92,927	109,333	58,911
32	85,355	90,071	92,633	94,321	110,973	59,795
33	86,635	91,422	94,022	95,736	112,638	60,692
34	87,935	92,794	95,433	97,172	114,327	61,602
35	89,254	94,185	96,864	98,630	116,042	62,526
36	90,593	95,598	98,317	100,109	117,783	63,464
37	91,952	97,032	99,792	101,611	119,550	64,416
38	93,331	98,488	101,289	103,135	121,343	65,382
39	94,731	99,965	102,808	104,682	123,163	66,363
40	96,152	101,464	104,350	106,252	125,011	67,359
41	97,594	102,986	105,916	107,846	126,886	68,369
42	99,058	104,531	107,504	109,464	128,789	69,395
43	100,544	106,099	109,117	111,106	130,721	70,435
44	102,052	107,691	110,754	112,772	132,682	71,492

Experience steps 1-43 adjusted to reflect 1.5% between each year of experience.