



VIRGINIA BEACH CITY PUBLIC SCHOOLS
CHARTING THE COURSE

| INSTRUCTIONAL PAY SCALE | | | | | |
|--|------------------------------|------------------------------|-----------------|-----------------|------------|
| SY 2016 - 2017 | | | | | |
| Effective: July 1, 2016 | | | | | |
| Creditable Years of Teaching Experience | Standard Teaching | 10-month Extended | 11-month | 12-month | ALC |
| 0 | 43,559 | 45,966 | 47,914 | 52,270 | 30,515 |
| 1 | 43,666 | 46,078 | 48,031 | 52,398 | 30,590 |
| 2 | 43,877 | 46,301 | 48,263 | 52,651 | 30,738 |
| 3 | 44,091 | 46,527 | 48,499 | 52,908 | 30,888 |
| 4 | 44,306 | 46,754 | 48,736 | 53,166 | 31,038 |
| 5 | 44,740 | 47,212 | 49,213 | 53,688 | 31,343 |
| 6 | 44,852 | 47,330 | 49,336 | 53,821 | 31,420 |
| 7 | 44,897 | 47,377 | 49,385 | 53,874 | 31,452 |
| 8 | 44,964 | 47,448 | 49,459 | 53,955 | 31,499 |
| 9 | 45,849 | 48,383 | 50,434 | 55,018 | 32,119 |
| 10 | 46,905 | 49,496 | 51,593 | 56,283 | 32,859 |
| 11 | 47,957 | 50,607 | 52,751 | 57,547 | 33,596 |
| 12 | 49,011 | 51,718 | 53,910 | 58,811 | 34,334 |
| 13 | 50,064 | 52,830 | 55,069 | 60,076 | 35,072 |
| 14 | 51,119 | 53,944 | 56,229 | 61,340 | 35,811 |
| 15 | 52,172 | 55,054 | 57,387 | 62,604 | 36,548 |
| 16 | 53,225 | 56,166 | 58,547 | 63,868 | 37,287 |
| 17 | 54,279 | 57,278 | 59,706 | 65,133 | 38,025 |
| 18 | 55,333 | 58,390 | 60,865 | 66,398 | 38,763 |
| 19 | 56,387 | 59,502 | 62,023 | 67,661 | 39,501 |
| 20 | 57,440 | 60,614 | 63,182 | 68,926 | 40,239 |
| 21 | 58,494 | 61,726 | 64,342 | 70,191 | 40,978 |
| 22 | 59,548 | 62,838 | 65,502 | 71,456 | 41,716 |
| 23 | 60,601 | 63,950 | 66,660 | 72,719 | 42,454 |
| 24 | 61,655 | 65,062 | 67,819 | 73,984 | 43,192 |
| 25 | 62,709 | 66,174 | 68,978 | 75,249 | 43,930 |
| 26 | 63,761 | 67,284 | 70,136 | 76,512 | 44,667 |
| 27 | 64,816 | 68,397 | 71,295 | 77,778 | 45,406 |
| 28 | 65,870 | 69,509 | 72,455 | 79,042 | 46,145 |
| 29 | 66,923 | 70,621 | 73,614 | 80,307 | 46,883 |
| 30 | 67,976 | 71,732 | 74,772 | 81,570 | 47,620 |
| 31 | 69,031 | 72,845 | 75,932 | 82,835 | 48,359 |
| 32 | 70,084 | 73,957 | 77,091 | 84,100 | 49,097 |
| 33 | 71,138 | 75,069 | 78,250 | 85,364 | 49,835 |
| 34 | 72,191 | 76,179 | 79,408 | 86,627 | 50,573 |
| 35 | 73,245 | 77,292 | 80,568 | 87,892 | 51,312 |
| 36 | 74,299 | 78,404 | 81,727 | 89,157 | 52,050 |
| Top of Scale | 75,294 | 79,454 | 82,823 | 90,351 | 52,747 |



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CHARTING THE COURSE

| TABLE OF ALLOWANCES SY 2016-2017 Effective: July 1, 2016 | | |
|--|---|-----------|
| CODE | DESCRIPTION | VALUE |
| ZALW 7016 | Acting Pay - (<i>Per Regulation 2-48.2</i>) | Varies |
| ZALW 7010 | Additional Class - HS Teacher | 5,600.00 |
| ZALW 7011 | Additional Class - MS Teacher | 5,600.00 |
| ZALW 7000 | Additional Time - Vocational Teacher | 400.00 |
| ZALW 7200 | Advanced Certificate - (<i>ED.S or Masters plus 30</i>) | 3,300.00 |
| ZALW 7040 | Cafeteria Manager - Additional School Served | 750.00 |
| ZALW 7207 | Career Teacher - (<i>3-year cycle</i>) | 1,000.00 |
| ZALW 7211 | Clerical 180 Points Allowance | 350.00 |
| ZALW 7212 | Clerical 360 Points Allowance | 475.00 |
| ZALW 7213 | Clerical Associate Degree | 525.00 |
| ZALW 7214 | Clerical Bachelor Degree | 750.00 |
| ZALW 7220 | Clinical Competency Certification | 1,000.00 |
| ZALW 7097 | Data Communication Allowance | 540.00 |
| ZALW 7230 | Doctorate Administrative | 5,000.00 |
| ZALW 7231 | Doctorate Instructional | 4,100.00 |
| ZALW 7095 | Executive Communication Allowance | 1,200.00 |
| ZALW7096 | Emergency Communication Allowance | 420.00 |
| ZALW 7235 | School Nutrition Specialist | 1,000.00 |
| ZALW 7245 | Interpreter 180 Points Allowance | 350.00 |
| ZALW 7246 | Interpreter 360 Points Allowance | 475.00 |
| ZALW 7250 | Masters Allowance Instructional | 2,500.00 |
| ZALW 7398 | Military Leave Differential Allowance - (<i>Based on the individual's assignme</i>) | Varies |
| ZALW 7051 | Miscellaneous Credit | Varies |
| ZALW 7255 | MS Certified Systems Eng/Dev | 1,500.00 |
| ZALW 7260 | National Board for Teaching Standards Certification | 2,000.00 |
| ZALW 7267 | Nursing Bachelors Degree | 750.00 |
| ZALW 7270 | Professional Allowance | 1,500.00 |
| ZALW 7075 | *Doctoral Intern in Professional Psychology (<i>Eligible for health insurance</i>) | 23,660.00 |
| ZALW 7275 | Registered Dietician | 1,000.00 |
| ZALW 7280 | Registry Interpreters for Deaf | 2,500.00 |
| ZALW 7285 | School Plant Journeyman | 350.00 |
| ZALW 7286 | School Plant Master | 1,000.00 |
| ZALW 7295 | Teacher Assistant 180 Points Allowance | 325.00 |
| ZALW 7296 | Teacher Assistant 360 Points Allowance | 450.00 |
| ZALW 7050 | Temporary Duty Allowance | Varies |
| ZALW 7018 | Temporary Duty Allowance - (<i>Legislative Liaison</i>) | Varies |
| ZALW 7090 | Travel Allowance - (<i>Per contract or employment agreement</i>) | Varies |
| 2016-2017 SY | *Tuition Reimbursement Rate (<i>Per Policy 4-39</i>) | 650.00 |

* Denotes allowances that are not subject to VRS