



VIRGINIA BEACH CITY PUBLIC SCHOOLS
CHARTING THE COURSE

INSTRUCTIONAL EXPERIENCED-BASED STEP PAY SCALE

SY 2024 - 2025

Effective: August 1, 2024

Creditable Years of Teaching Experience	Standard Teaching	10-month Extended	10-month Extended HS School Counselors	11-month	12-month	ALC
0	54,065	57,052	58,675	59,744	70,292	38,354
1	54,876	57,908	59,555	60,640	71,346	38,930
2	55,699	58,777	60,448	61,550	72,416	39,513
3	56,535	59,658	61,355	62,474	73,503	40,106
4	57,383	60,553	62,276	63,411	74,605	40,708
5	58,244	61,462	63,210	64,362	75,725	41,319
6	59,117	62,384	64,158	65,327	76,861	41,938
7	60,004	63,319	65,120	66,307	78,014	42,568
8	60,904	64,269	66,097	67,302	79,184	43,206
9	61,818	65,233	67,089	68,312	80,372	43,854
10	62,745	66,212	68,095	69,336	81,577	44,512
11	63,686	67,205	69,117	70,377	82,801	45,180
12	64,642	68,214	70,154	71,432	84,043	45,858
13	65,612	69,237	71,206	72,504	85,304	46,546
14	66,596	70,276	72,274	73,592	86,584	47,244
15	67,595	71,330	73,359	74,696	87,883	47,953
16	68,609	72,400	74,459	75,816	89,201	48,672
17	69,638	73,486	75,576	76,954	90,539	49,402
18	70,683	74,588	76,710	78,108	91,898	50,143
19	71,743	75,707	77,861	79,280	93,276	50,896
20	72,820	76,843	79,029	80,469	94,675	51,659
21	73,912	77,996	80,214	81,676	96,096	52,434
22	75,021	79,166	81,417	82,901	97,537	53,220
23	76,146	80,353	82,639	84,145	99,000	54,019
24	77,288	81,559	83,878	85,407	100,486	54,829
25	78,448	82,782	85,137	86,689	101,993	55,652
26	79,625	84,024	86,414	87,989	103,523	56,487
27	80,819	85,285	87,710	89,309	105,076	57,334
28	82,031	86,564	89,026	90,649	106,652	58,194
29	83,262	87,862	90,361	92,009	108,252	59,067
30	84,511	89,180	91,717	93,389	109,876	59,953
31	85,779	90,518	93,093	94,790	111,524	60,853
32	87,066	91,876	94,489	96,212	113,197	61,765
33	88,372	93,254	95,907	97,655	114,895	62,692
34	89,697	94,653	97,345	99,120	116,619	63,632
35	91,043	96,073	98,806	100,607	118,368	64,587
36	92,409	97,514	100,288	102,116	120,144	65,556
37	93,795	98,977	101,792	103,648	121,946	66,539
38	95,202	100,462	103,319	105,203	123,776	67,537
39	96,630	101,969	104,869	106,781	125,632	68,550
40	98,080	103,499	106,442	108,383	127,517	69,579
41	99,551	105,051	108,039	110,009	129,430	70,623
42	101,044	106,627	109,660	111,659	131,372	71,682
43	102,560	108,227	111,305	113,334	133,342	72,757
44	104,098	109,850	112,975	115,034	135,342	73,849
45+	105,660	111,498	114,669	116,759	137,373	74,956

Experience steps 1-45 a reflects 1.5% between each year of experience.