



## 2024-2025 Adopted Teacher Salary Scales

Steps*	Bachelor's Grade HP.29	Bachelor's Grade UP.29	Bachelor's with NBCT or Master's HP.30	Bachelor's with NBCT or Master's UP.30	Master's Degree with NBCT HP.31	Master's Degree with NBCT UP.31
Step 1	55,897	56,602	58,581	59,319	61,393	62,166
Step 2	57,223	57,944	59,970	60,726	62,849	63,641
Step 3	58,581	59,319	61,393	62,166	64,340	65,150
Step 4	59,970	60,726	62,849	63,641	65,866	66,696
Step 5	61,393	62,166	64,340	65,150	67,428	68,278
Step 6	62,849	63,641	65,866	66,696	69,028	69,897
Step 7	64,340	65,150	67,428	68,278	70,665	71,555
Step 8	65,866	66,696	69,028	69,897	72,341	73,253
Step 9	67,428	68,278	70,665	71,555	74,057	74,990
Step 10	69,028	69,897	72,341	73,253	75,814	76,769
Step 11	70,665	71,555	74,057	74,990	77,612	78,590
Step 12	72,341	73,253	75,814	76,769	79,453	80,454
Step 13	74,057	74,990	77,612	78,590	81,338	82,362
Step 14	75,814	76,769	79,453	80,454	83,267	84,316
Step 15	77,612	78,590	81,338	82,362	85,242	86,316
Step 16	79,453	80,454	83,267	84,316	87,264	88,363
Step 17	81,338	82,362	85,242	86,316	89,334	90,459
Step 18	83,267	84,316	87,264	88,363	91,453	92,605
Step 19	85,242	86,316	89,334	90,459	93,622	94,802
Step 20	87,264	88,363	91,453	92,605	95,843	97,050
Step 21	89,334	90,459	93,622	94,802	98,116	99,352
Step 22	91,453	92,605	95,843	97,050	100,444	101,709
Step 23	93,622	94,802	98,116	99,352	102,826	104,122
Step 24	95,843	97,050	100,444	101,709	105,265	106,591
Step 25	98,116	99,352	102,826	104,122	107,762	109,120
Step 26	100,444	101,709	105,265	106,591	110,318	111,708
Step 27	102,826	104,122	107,762	109,120	112,935	114,358

\*NOTE: The HCPS pay scale steps do not directly correlate with years of service. Each employee's grade and step depends on the placement scale the year they were hired. Step movement is based on the systemwide pay plan step increases/adjustments and HCPS recognition of advanced credentials.

Definition of UP: Unified Pay Plan for Staff Hired Prior to 1/1/2012

Definition of HP: Henrico Pay Plan for Staff Hired 1/1/2012 & After

Salaries shown are for a regular teachers's contract consisting of 209 paid days.