Spotsylvania County Public Schools Salary Scales effective as of 7/1/2026

Grade	Grade Description	b bargain desc	Hours Worked	Days Worked	Step	Annual Amount	Daily Amount	Hourly Amount
1020	NURSE 10 NUR20	CONTRACTED 10 MONTH EXEMPT EMP	7.50	190.00	0	$44,337	$233.35	$31.11
					1	$45,224	$238.02	$31.74
					2	$46,148	$242.88	$32.38
					3	$47,071	$247.74	$33.03
					4	$48,014	$252.71	$33.69
					5	$48,978	$257.78	$34.37
					6	$49,952	$262.91	$35.05
					7	$50,952	$268.17	$35.76
					8	$51,973	$273.54	$36.47
					9	$53,013	$279.02	$37.20
					10	$54,074	$284.60	$37.95
					11	$55,156	$290.29	$38.71
					12	$56,259	$296.10	$39.48
					13	$57,383	$302.02	$40.27
					14	$58,531	$308.06	$41.07
					15	$59,703	$314.23	$41.90
					16	$60,892	$320.48	$42.73
					17	$62,111	$326.90	$43.59
					18	$63,352	$333.43	$44.46
					19	$64,620	$340.11	$45.35
					20	$65,914	$346.92	$46.26
					21	$67,230	$353.84	$47.18
					22	$68,582	$360.96	$48.13
					23	$68,582	$360.96	$48.13
					24	$68,582	$360.96	$48.13
					25	$68,582	$360.96	$48.13
					26	$68,582	$360.96	$48.13
					27	$69,949	$368.15	$49.09
					28	$69,949	$368.15	$49.09
					29	$71,357	$375.56	$50.08
					30	$71,357	$375.56	$50.08
					31	$71,357	$375.56	$50.08
					32	$72,782	$383.06	$51.08
					33	$72,782	$383.06	$51.08
					34	$72,782	$383.06	$51.08
					35	$72,782	$383.06	$51.08

Steps do not equate to years of service.

Spotsylvania County Public Schools Salary Scales effective as of 7/1/2026

Grade	Grade Description	b bargain desc	Hours Worked	Days Worked	Step	Annual Amount	Daily Amount	Hourly Amount
1022	NURSE 10 NUR22	CONTRACTED 10 MONTH EXEMPT EMP	7.50	190.00	0	$49,950	$262.89	$35.05
					1	$50,949	$268.15	$35.75
					2	$51,990	$273.63	$36.48
					3	$53,159	$279.78	$37.30
					4	$54,365	$286.13	$38.15
					5	$55,592	$292.59	$39.01
					6	$56,848	$299.20	$39.89
					7	$58,137	$305.98	$40.80
					8	$59,446	$312.87	$41.72
					9	$60,794	$319.97	$42.66
					10	$62,169	$327.21	$43.63
					11	$63,577	$334.62	$44.62
					12	$65,016	$342.19	$45.63
					13	$66,486	$349.93	$46.66
					14	$67,993	$357.86	$47.71
					15	$69,532	$365.96	$48.79
					16	$71,109	$374.26	$49.90
					17	$72,718	$382.73	$51.03
					18	$74,368	$391.41	$52.19
					19	$76,056	$400.29	$53.37
					20	$77,781	$409.37	$54.58
					21	$79,546	$418.66	$55.82
					22	$81,353	$428.17	$57.09
					23	$81,353	$428.17	$57.09
					24	$81,353	$428.17	$57.09
					25	$81,353	$428.17	$57.09
					26	$81,353	$428.17	$57.09
					27	$83,195	$437.87	$58.38
					28	$83,195	$437.87	$58.38
					29	$85,089	$447.84	$59.71
					30	$85,089	$447.84	$59.71
					31	$85,089	$447.84	$59.71
					32	$87,024	$458.02	$61.07
					33	$87,024	$458.02	$61.07
					34	$87,024	$458.02	$61.07
					35	$87,024	$458.02	$61.07

Steps do not equate to years of service.

Spotsylvania County Public Schools Salary Scales effective as of 7/1/2026

Grade	Grade Description	b bargain desc	Hours Worked	Days Worked	Step	Annual Amount	Daily Amount	Hourly Amount
1220	NURSE 12 N1220	CONTRACTED 12 MONTH EXEMPT EMP	7.50	243.00	0	$57,637	$237.19	$31.63
					1	$58,790	$241.93	$32.26
					2	$59,990	$246.87	$32.92
					3	$61,190	$251.81	$33.57
					4	$62,418	$256.86	$34.25
					5	$63,670	$262.02	$34.94
					6	$64,942	$267.25	$35.63
					7	$66,241	$272.60	$36.35
					8	$67,568	$278.06	$37.07
					9	$68,919	$283.62	$37.82
					10	$70,297	$289.29	$38.57
					11	$71,702	$295.07	$39.34
					12	$73,137	$300.98	$40.13
					13	$74,597	$306.98	$40.93
					14	$76,084	$313.10	$41.75
					15	$77,611	$319.39	$42.58
					16	$79,159	$325.76	$43.43
					17	$80,745	$332.28	$44.30
					18	$82,359	$338.93	$45.19
					19	$84,005	$345.70	$46.09
					20	$85,685	$352.61	$47.02
					21	$87,397	$359.66	$47.95
					22	$89,157	$366.90	$48.92
					23	$89,157	$366.90	$48.92
					24	$89,157	$366.90	$48.92
					25	$89,157	$366.90	$48.92
					26	$89,157	$366.90	$48.92
					27	$90,932	$374.21	$49.89
					28	$90,932	$374.21	$49.89
					29	$92,761	$381.73	$50.90
					30	$92,761	$381.73	$50.90
					31	$92,761	$381.73	$50.90
					32	$94,615	$389.36	$51.91
					33	$94,615	$389.36	$51.91
					34	$94,615	$389.36	$51.91
					35	$94,615	$389.36	$51.91

Steps do not equate to years of service.

Spotsylvania County Public Schools Salary Scales effective as of 7/1/2026

Grade	Grade Description	b bargain desc	Hours Worked	Days Worked	Step	Annual Amount	Daily Amount	Hourly Amount
1222	NURSE 12 N1222	CONTRACTED 12 MONTH EXEMPT EMP	7.50	243.00	0	$64,934	$267.22	$35.63
					1	$66,233	$272.56	$36.34
					2	$67,585	$278.13	$37.08
					3	$69,106	$284.39	$37.92
					4	$70,673	$290.84	$38.78
					5	$72,269	$297.40	$39.65
					6	$73,899	$304.11	$40.55
					7	$75,575	$311.01	$41.47
					8	$77,281	$318.03	$42.40
					9	$79,031	$325.23	$43.36
					10	$80,817	$332.58	$44.34
					11	$82,648	$340.12	$45.35
					12	$84,515	$347.80	$46.37
					13	$86,430	$355.68	$47.42
					14	$88,389	$363.74	$48.50
					15	$90,392	$371.98	$49.60
					16	$92,441	$380.42	$50.72
					17	$94,533	$389.02	$51.87
					18	$96,677	$397.85	$53.05
					19	$98,872	$406.88	$54.25
					20	$101,113	$416.10	$55.48
					21	$103,406	$425.54	$56.74
					22	$105,754	$435.20	$58.03
					23	$105,754	$435.20	$58.03
					24	$105,754	$435.20	$58.03
					25	$105,754	$435.20	$58.03
					26	$105,754	$435.20	$58.03
					27	$108,154	$445.08	$59.34
					28	$108,154	$445.08	$59.34
					29	$110,615	$455.21	$60.69
					30	$110,615	$455.21	$60.69
					31	$110,615	$455.21	$60.69
					32	$113,131	$465.56	$62.07
					33	$113,131	$465.56	$62.07
					34	$113,131	$465.56	$62.07
					35	$113,131	$465.56	$62.07

Steps do not equate to years of service.

Spotsylvania County Public Schools Salary Scales effective as of 7/1/2026

Grade	Grade Description	b bargain desc	Hours Worked	Days Worked	Step	Annual Amount	Daily Amount	Hourly Amount
185D	INTERPRETER	CONTRACTED 10 MONTH NON-EXEMPT	7.50	185.00	0	$31,375	$169.59	$22.61
					1	$32,002	$172.98	$23.06
					2	$32,656	$176.52	$23.54
					3	$33,605	$181.65	$24.22
					4	$34,582	$186.93	$24.92
					5	$35,590	$192.38	$25.65
					6	$36,593	$197.80	$26.37
					7	$37,649	$203.51	$27.13
					8	$38,731	$209.36	$27.91
					9	$39,816	$215.22	$28.70
					10	$40,925	$221.22	$29.50
					11	$42,093	$227.53	$30.34
					12	$43,256	$233.82	$31.18
					13	$44,492	$240.50	$32.07
					14	$45,715	$247.11	$32.95
					15	$46,918	$253.61	$33.81
					16	$48,303	$261.10	$34.81
					17	$49,632	$268.28	$35.77
					18	$50,985	$275.59	$36.75
					19	$52,423	$283.37	$37.78
					20	$53,851	$291.09	$38.81
					21	$55,314	$298.99	$39.87
					22	$57,281	$309.63	$41.28
					23	$57,281	$309.63	$41.28
					24	$57,281	$309.63	$41.28
					25	$57,281	$309.63	$41.28
					26	$57,281	$309.63	$41.28
					27	$57,855	$312.73	$41.70
					28	$57,855	$312.73	$41.70
					29	$59,757	$323.01	$43.07
					30	$59,757	$323.01	$43.07
					31	$59,757	$323.01	$43.07
					32	$60,956	$329.49	$43.93
					33	$60,956	$329.49	$43.93
					34	$60,956	$329.49	$43.93
					35	$60,956	$329.49	$43.93

Steps do not equate to years of service.

Spotsylvania County Public Schools Salary Scales effective as of 7/1/2026

Grade	Grade Description	b bargain desc	Hours Worked	Days Worked	Step	Annual Amount	Daily Amount	Hourly Amount
200D	INTERPRETER	CONTRACTED 10 MONTH NON-EXEMPT	7.50	200.00	0	$56,824	$284.12	$37.88
					1	$57,960	$289.80	$38.64
					2	$59,143	$295.72	$39.43
					3	$60,621	$303.11	$40.41
					4	$62,137	$310.69	$41.42
					5	$63,690	$318.45	$42.46
					6	$65,284	$326.42	$43.52
					7	$66,913	$334.57	$44.61
					8	$68,588	$342.94	$45.73
					9	$70,303	$351.52	$46.87
					10	$72,058	$360.29	$48.04
					11	$73,862	$369.31	$49.24
					12	$75,708	$378.54	$50.47
					13	$77,599	$388.00	$51.73
					14	$79,540	$397.70	$53.03
					15	$81,527	$407.64	$54.35
					16	$83,565	$417.83	$55.71
					17	$85,651	$428.26	$57.10
					18	$87,794	$438.97	$58.53
					19	$89,986	$449.93	$59.99
					20	$92,239	$461.20	$61.49
					21	$94,547	$472.74	$63.03
					22	$96,909	$484.55	$64.61
					23	$99,330	$496.65	$66.22
					24	$101,814	$509.07	$67.88
					25	$104,356	$521.78	$69.57
					26	$106,966	$534.83	$71.31
					27	$109,644	$548.22	$73.10
					28	$112,384	$561.92	$74.92
					29	$115,192	$575.96	$76.79
					30	$118,069	$590.35	$78.71
					31	$121,023	$605.12	$80.68
					32	$124,052	$620.26	$82.70
					33	$124,052	$620.26	$82.70
					34	$124,052	$620.26	$82.70
					35	$124,052	$620.26	$82.70

Steps do not equate to years of service.

Spotsylvania County Public Schools Salary Scales effective as of 7/1/2026

Grade	Grade Description	b bargain desc	Hours Worked	Days Worked	Step	Annual Amount	Daily Amount	Hourly Amount
A185	PARAEDUCATOR	CONTRACTED 10 MONTH NON-EXEMPT	7.50	185.00	0	$24,737	$133.71	$17.83
					1	$25,957	$140.31	$18.71
					2	$26,704	$144.35	$19.25
					3	$27,480	$148.54	$19.81
					4	$28,273	$152.83	$20.38
					5	$29,062	$157.09	$20.95
					6	$29,902	$161.63	$21.55
					7	$30,769	$166.32	$22.18
					8	$31,658	$171.12	$22.82
					9	$32,567	$176.04	$23.47
					10	$33,508	$181.12	$24.15
					11	$34,479	$186.37	$24.85
					12	$35,468	$191.72	$25.56
					13	$36,462	$197.09	$26.28
					14	$37,516	$202.79	$27.04
					15	$38,602	$208.66	$27.82
					16	$39,715	$214.68	$28.62
					17	$40,863	$220.88	$29.45
					18	$42,050	$227.30	$30.31
					19	$43,262	$233.85	$31.18
					20	$44,937	$242.90	$32.39
					21	$44,937	$242.90	$32.39
					22	$44,937	$242.90	$32.39
					23	$44,937	$242.90	$32.39
					24	$44,937	$242.90	$32.39
					25	$45,834	$247.75	$33.03
					26	$46,751	$252.71	$33.69
					27	$46,751	$252.71	$33.69
					28	$49,593	$268.07	$35.74
					29	$50,089	$270.75	$36.10
					30	$51,095	$276.19	$36.83
					31	$51,095	$276.19	$36.83
					32	$51,095	$276.19	$36.83
					33	$51,095	$276.19	$36.83
					34	$51,095	$276.19	$36.83
					35	$52,114	$281.70	$37.56

Steps do not equate to years of service.

Spotsylvania County Public Schools Salary Scales effective as of 7/1/2026

Grade	Grade Description	b bargain desc	Hours Worked	Days Worked	Step	Annual Amount	Daily Amount	Hourly Amount
A186	INTERIM TEACHER	CONTRACTED 10 MONTH EXEMPT EMP	7.50	200.00	0	$49,408	$247.04	$32.94
					1	$52,153	$260.77	$34.77

Steps do not equate to years of service.

Spotsylvania County Public Schools Salary Scales effective as of 7/1/2026

Grade	Grade Description	b bargain desc	Hours Worked	Days Worked	Step	Annual Amount	Daily Amount	Hourly Amount
A202	HS FAM SRV WRKR	CONTRACTED 11 MONTH NON-EXEMPT	7.50	202.00	0	$26,214	$129.77	$17.30
					1	$26,738	$132.37	$17.65
					2	$27,285	$135.07	$18.01
					3	$28,068	$138.95	$18.53
					4	$28,881	$142.98	$19.06
					5	$29,713	$147.09	$19.61
					6	$30,576	$151.37	$20.18
					7	$31,423	$155.56	$20.74
					8	$32,333	$160.06	$21.34
					9	$33,269	$164.70	$21.96
					10	$34,231	$169.46	$22.59
					11	$35,218	$174.35	$23.25
					12	$36,236	$179.39	$23.92
					13	$37,284	$184.57	$24.61
					14	$38,353	$189.87	$25.32
					15	$39,429	$195.19	$26.03
					16	$40,569	$200.84	$26.78
					17	$41,741	$206.64	$27.55
					18	$42,944	$212.59	$28.35
					19	$44,189	$218.76	$29.17
					20	$45,471	$225.10	$30.01
					21	$46,782	$231.59	$30.88
					22	$48,594	$240.56	$32.08
					23	$48,594	$240.56	$32.08
					24	$48,594	$240.56	$32.08
					25	$48,594	$240.56	$32.08
					26	$48,594	$240.56	$32.08
					27	$49,565	$245.37	$32.72
					28	$50,556	$250.28	$33.37
					29	$50,556	$250.28	$33.37
					30	$53,631	$265.50	$35.40
					31	$54,171	$268.17	$35.76
					32	$55,251	$273.52	$36.47
					33	$55,251	$273.52	$36.47
					34	$55,251	$273.52	$36.47
					35	$55,251	$273.52	$36.47

Steps do not equate to years of service.

Spotsylvania County Public Schools Salary Scales effective as of 7/1/2026

Grade	Grade Description	b bargain desc	Hours Worked	Days Worked	Step	Annual Amount	Daily Amount	Hourly Amount
AA	ADMN ASST	CONTRACTED 12 MONTH NON-EXEMPT	7.50	243.00	0	$49,240	$202.63	$27.02
					1	$50,225	$206.69	$27.56
					2	$51,249	$210.90	$28.12
					3	$52,531	$216.18	$28.82
					4	$53,790	$221.36	$29.51
					5	$55,103	$226.76	$30.23
					6	$56,441	$232.27	$30.97
					7	$57,817	$237.93	$31.72
					8	$59,235	$243.77	$32.50
					9	$60,682	$249.72	$33.30
					10	$62,168	$255.84	$34.11
					11	$63,698	$262.13	$34.95
					12	$65,254	$268.54	$35.80
					13	$66,866	$275.17	$36.69
					14	$68,516	$281.96	$37.59
					15	$70,203	$288.90	$38.52
					16	$71,941	$296.05	$39.47
					17	$73,689	$303.25	$40.43
					18	$75,554	$310.92	$41.46
					19	$77,440	$318.68	$42.49
					20	$80,008	$329.25	$43.90
					21	$81,352	$334.78	$44.64
					22	$84,929	$349.50	$46.60
					23	$84,929	$349.50	$46.60
					24	$84,929	$349.50	$46.60
					25	$84,929	$349.50	$46.60
					26	$84,929	$349.50	$46.60
					27	$85,773	$352.98	$47.06
					28	$85,773	$352.98	$47.06
					29	$87,811	$361.36	$48.18
					30	$87,811	$361.36	$48.18
					31	$87,811	$361.36	$48.18
					32	$89,568	$368.59	$49.15
					33	$89,568	$368.59	$49.15
					34	$89,568	$368.59	$49.15
					35	$89,568	$368.59	$49.15

Steps do not equate to years of service.

Spotsylvania County Public Schools Salary Scales effective as of 7/1/2026

Grade	Grade Description	b bargain desc	Hours Worked	Days Worked	Step	Annual Amount	Daily Amount	Hourly Amount
AAEX	ADMN ASST EX	CONTRACTED 12 MONTH EXEMPT EMP	7.50	243.00	0	$55,450	$228.19	$30.43
					1	$56,559	$232.75	$31.03
					2	$57,713	$237.50	$31.67
					3	$58,996	$242.78	$32.37
					4	$60,255	$247.96	$33.06
					5	$61,566	$253.36	$33.78
					6	$62,909	$258.88	$34.52
					7	$64,279	$264.52	$35.27
					8	$65,700	$270.37	$36.05
					9	$67,147	$276.33	$36.84
					10	$68,629	$282.42	$37.66
					11	$70,163	$288.74	$38.50
					12	$71,720	$295.14	$39.35
					13	$73,328	$301.76	$40.23
					14	$74,981	$308.56	$41.14
					15	$76,666	$315.50	$42.07
					16	$78,405	$322.65	$43.02
					17	$80,154	$329.85	$43.98
					18	$82,016	$337.51	$45.00
					19	$83,903	$345.28	$46.04
					20	$86,474	$355.86	$47.45
					21	$87,816	$361.38	$48.18
					22	$91,393	$376.10	$50.15
					23	$91,393	$376.10	$50.15
					24	$91,393	$376.10	$50.15
					25	$91,393	$376.10	$50.15
					26	$91,393	$376.10	$50.15
					27	$92,236	$379.57	$50.61
					28	$92,236	$379.57	$50.61
					29	$94,275	$387.96	$51.73
					30	$94,275	$387.96	$51.73
					31	$94,275	$387.96	$51.73
					32	$96,031	$395.19	$52.69
					33	$96,031	$395.19	$52.69
					34	$96,031	$395.19	$52.69
					35	$96,031	$395.19	$52.69

Steps do not equate to years of service.

Spotsylvania County Public Schools Salary Scales effective as of 7/1/2026

Grade	Grade Description	b bargain desc	Hours Worked	Days Worked	Step	Annual Amount	Daily Amount	Hourly Amount
AD	ACTIVITIES DIR	CONTRACTED 12 MONTH EXEMPT EMP	7.50	243.00	0	$106,026	$436.32	$58.18
					1	$108,190	$445.23	$59.36
					2	$110,354	$454.13	$60.55
					3	$112,561	$463.21	$61.76
					4	$114,812	$472.48	$63.00
					5	$117,108	$481.93	$64.26
					6	$119,450	$491.56	$65.54
					7	$120,645	$496.48	$66.20
					8	$121,851	$501.44	$66.86
					9	$123,070	$506.46	$67.53
					10	$124,300	$511.52	$68.20
					11	$125,543	$516.64	$68.89
					12	$126,799	$521.81	$69.57
					13	$128,067	$527.02	$70.27
					14	$129,348	$532.30	$70.97
					15	$130,641	$537.62	$71.68
					16	$131,947	$542.99	$72.40
					17	$132,607	$545.71	$72.76
					18	$133,270	$548.44	$73.12
					19	$133,937	$551.18	$73.49
					20	$134,606	$553.93	$73.86
					21	$135,279	$556.70	$74.23
					22	$135,956	$559.49	$74.60
					23	$136,635	$562.28	$74.97
					24	$137,319	$565.10	$75.35
					25	$138,005	$567.92	$75.72
					26	$138,695	$570.76	$76.10
					27	$139,389	$573.62	$76.48

Steps do not equate to years of service.

Spotsylvania County Public Schools Salary Scales effective as of 7/1/2026

Grade	Grade Description	b bargain desc	Hours Worked	Days Worked	Step	Annual Amount	Daily Amount	Hourly Amount
AD1	ACT. DR +MSTR	CONTRACTED 12 MONTH EXEMPT EMP	7.50	243.00	0	$108,581	$446.84	$59.58
					1	$110,796	$455.95	$60.79
					2	$113,012	$465.07	$62.01
					3	$115,273	$474.37	$63.25
					4	$117,578	$483.86	$64.51
					5	$119,930	$493.54	$65.81
					6	$122,328	$503.41	$67.12
					7	$123,552	$508.44	$67.79
					8	$124,787	$513.53	$68.47
					9	$126,035	$518.66	$69.16
					10	$127,295	$523.85	$69.85
					11	$128,568	$529.09	$70.54
					12	$129,854	$534.38	$71.25
					13	$131,152	$539.72	$71.96
					14	$132,464	$545.12	$72.68
					15	$133,789	$550.57	$73.41
					16	$135,127	$556.08	$74.14
					17	$135,802	$558.86	$74.51
					18	$136,481	$561.65	$74.89
					19	$137,164	$564.46	$75.26
					20	$137,849	$567.28	$75.64
					21	$138,539	$570.12	$76.02
					22	$139,231	$572.97	$76.40
					23	$139,927	$575.83	$76.78
					24	$140,627	$578.71	$77.16
					25	$141,330	$581.60	$77.55
					26	$142,037	$584.51	$77.94
					27	$142,747	$587.44	$78.32

Steps do not equate to years of service.

Spotsylvania County Public Schools Salary Scales effective as of 7/1/2026

Grade	Grade Description	b bargain desc	Hours Worked	Days Worked	Step	Annual Amount	Daily Amount	Hourly Amount
AM20	TRANS AM20	CONTRACTED 12 MONTH NON-EXEMPT	7.50	243.00	0	$46,159	$189.95	$25.33
					1	$47,082	$193.75	$25.83
					2	$48,043	$197.71	$26.36
					3	$48,868	$201.10	$26.81
					4	$50,292	$206.96	$27.60
					5	$51,551	$212.14	$28.29
					6	$52,806	$217.31	$28.97
					7	$54,066	$222.49	$29.67
					8	$55,326	$227.68	$30.36
					9	$56,573	$232.81	$31.04
					10	$57,833	$238.00	$31.73
					11	$59,087	$243.16	$32.42
					12	$60,351	$248.36	$33.11
					13	$61,606	$253.52	$33.80
					14	$62,865	$258.70	$34.49
					15	$64,114	$263.84	$35.18
					16	$65,377	$269.04	$35.87
					17	$66,636	$274.22	$36.56
					18	$67,886	$279.37	$37.25
					19	$69,149	$284.56	$37.94
					20	$70,399	$289.71	$38.63
					21	$71,660	$294.90	$39.32
					22	$73,629	$303.00	$40.40
					23	$73,629	$303.00	$40.40
					24	$73,629	$303.00	$40.40
					25	$73,629	$303.00	$40.40
					26	$73,629	$303.00	$40.40
					27	$74,365	$306.03	$40.80
					28	$74,365	$306.03	$40.80
					29	$76,305	$314.01	$41.87
					30	$76,305	$314.01	$41.87
					31	$76,305	$314.01	$41.87
					32	$77,829	$320.28	$42.70
					33	$77,829	$320.28	$42.70
					34	$77,829	$320.28	$42.70
					35	$77,829	$320.28	$42.70

Steps do not equate to years of service.

Spotsylvania County Public Schools Salary Scales effective as of 7/1/2026

Grade	Grade Description	b bargain desc	Hours Worked	Days Worked	Step	Annual Amount	Daily Amount	Hourly Amount
AM20	TRANS AM20	CONTRACTED 12 MONTH EXEMPT EMP	7.50	243.00	0	$46,159	$189.95	$25.33
					1	$47,082	$193.75	$25.83
					2	$48,043	$197.71	$26.36
					3	$48,868	$201.10	$26.81
					4	$50,292	$206.96	$27.60
					5	$51,551	$212.14	$28.29
					6	$52,806	$217.31	$28.97
					7	$54,066	$222.49	$29.67
					8	$55,326	$227.68	$30.36
					9	$56,573	$232.81	$31.04
					10	$57,833	$238.00	$31.73
					11	$59,087	$243.16	$32.42
					12	$60,351	$248.36	$33.11
					13	$61,606	$253.52	$33.80
					14	$62,865	$258.70	$34.49
					15	$64,114	$263.84	$35.18
					16	$65,377	$269.04	$35.87
					17	$66,636	$274.22	$36.56
					18	$67,886	$279.37	$37.25
					19	$69,149	$284.56	$37.94
					20	$70,399	$289.71	$38.63
					21	$71,660	$294.90	$39.32
					22	$73,629	$303.00	$40.40
					23	$73,629	$303.00	$40.40
					24	$73,629	$303.00	$40.40
					25	$73,629	$303.00	$40.40
					26	$73,629	$303.00	$40.40
					27	$74,365	$306.03	$40.80
					28	$74,365	$306.03	$40.80
					29	$76,305	$314.01	$41.87
					30	$76,305	$314.01	$41.87
					31	$76,305	$314.01	$41.87
					32	$77,829	$320.28	$42.70
					33	$77,829	$320.28	$42.70
					34	$77,829	$320.28	$42.70
					35	$77,829	$320.28	$42.70

Steps do not equate to years of service.

Spotsylvania County Public Schools Salary Scales effective as of 7/1/2026

Grade	Grade Description	b bargain desc	Hours Worked	Days Worked	Step	Annual Amount	Daily Amount	Hourly Amount
APUR	ASST PUR AGT	CONTRACTED 12 MONTH NON-EXEMPT	7.50	243.00	0	$55,891	$230.00	$30.67
					1	$57,009	$234.60	$31.28
					2	$58,172	$239.39	$31.92
					3	$59,946	$246.69	$32.89
					4	$61,764	$254.17	$33.89
					5	$63,626	$261.84	$34.91
					6	$65,536	$269.70	$35.96
					7	$67,498	$277.77	$37.04
					8	$69,504	$286.02	$38.14
					9	$71,561	$294.49	$39.27
					10	$73,671	$303.17	$40.42
					11	$75,833	$312.07	$41.61
					12	$78,048	$321.19	$42.82
					13	$80,322	$330.54	$44.07
					14	$82,645	$340.10	$45.35
					15	$85,035	$349.94	$46.66
					16	$87,481	$360.00	$48.00
					17	$89,981	$370.29	$49.37
					18	$92,553	$380.88	$50.78
					19	$95,190	$391.73	$52.23
					20	$97,887	$402.83	$53.71
					21	$100,653	$414.21	$55.23
					22	$103,492	$425.89	$56.79
					23	$106,395	$437.84	$58.38
					24	$109,375	$450.10	$60.01
					25	$112,429	$462.67	$61.69
					26	$115,561	$475.56	$63.41
					27	$118,768	$488.76	$65.17
					28	$122,061	$502.31	$66.97
					29	$125,434	$516.19	$68.83
					30	$128,886	$530.40	$70.72
					31	$132,429	$544.98	$72.66
					32	$136,061	$559.92	$74.66
					33	$136,061	$559.92	$74.66
					34	$136,061	$559.92	$74.66
					35	$136,061	$559.92	$74.66

Steps do not equate to years of service.

Spotsylvania County Public Schools Salary Scales effective as of 7/1/2026

Grade	Grade Description	b bargain desc	Hours Worked	Days Worked	Step	Annual Amount	Daily Amount	Hourly Amount
APUR	ASST PUR AGT	CONTRACTED 12 MONTH EXEMPT EMP	7.50	243.00	0	$55,891	$230.00	$30.67
					1	$57,009	$234.60	$31.28
					2	$58,172	$239.39	$31.92
					3	$59,946	$246.69	$32.89
					4	$61,764	$254.17	$33.89
					5	$63,626	$261.84	$34.91
					6	$65,536	$269.70	$35.96
					7	$67,498	$277.77	$37.04
					8	$69,504	$286.02	$38.14
					9	$71,561	$294.49	$39.27
					10	$73,671	$303.17	$40.42
					11	$75,833	$312.07	$41.61
					12	$78,048	$321.19	$42.82
					13	$80,322	$330.54	$44.07
					14	$82,645	$340.10	$45.35
					15	$85,035	$349.94	$46.66
					16	$87,481	$360.00	$48.00
					17	$89,981	$370.29	$49.37
					18	$92,553	$380.88	$50.78
					19	$95,190	$391.73	$52.23
					20	$97,887	$402.83	$53.71
					21	$100,653	$414.21	$55.23
					22	$103,492	$425.89	$56.79
					23	$106,395	$437.84	$58.38
					24	$109,375	$450.10	$60.01
					25	$112,429	$462.67	$61.69
					26	$115,561	$475.56	$63.41
					27	$118,768	$488.76	$65.17
					28	$122,061	$502.31	$66.97
					29	$125,434	$516.19	$68.83
					30	$128,886	$530.40	$70.72
					31	$132,429	$544.98	$72.66
					32	$136,061	$559.92	$74.66
					33	$136,061	$559.92	$74.66
					34	$136,061	$559.92	$74.66
					35	$136,061	$559.92	$74.66

Steps do not equate to years of service.

Spotsylvania County Public Schools Salary Scales effective as of 7/1/2026

Grade	Grade Description	b bargain desc	Hours Worked	Days Worked	Step	Annual Amount	Daily Amount	Hourly Amount
ASP	ASSISTANT SUPT	CONTRACTED 12 MONTH EXEMPT EMP	7.50	243.00	0	$142,129	$584.89	$77.99
					1	$144,972	$596.59	$79.55
					2	$147,930	$608.77	$81.17
					3	$150,888	$620.94	$82.79
					4	$153,907	$633.36	$84.45
					5	$156,983	$646.02	$86.14
					6	$160,124	$658.95	$87.86
					7	$163,327	$672.13	$89.62
					8	$166,590	$685.56	$91.41
					9	$169,921	$699.26	$93.24
					10	$171,114	$704.17	$93.89
					11	$172,312	$709.10	$94.55
					12	$173,517	$714.06	$95.21
					13	$174,732	$719.06	$95.87
					14	$175,954	$724.09	$96.55
					15	$177,185	$729.16	$97.22
					16	$178,429	$734.28	$97.90
					17	$179,675	$739.40	$98.59
					18	$180,935	$744.59	$99.28
					19	$182,202	$749.80	$99.97
					20	$183,476	$755.05	$100.67
					21	$184,761	$760.33	$101.38
					22	$186,051	$765.64	$102.09
					23	$187,354	$771.00	$102.80
					24	$188,668	$776.41	$103.52
					25	$189,988	$781.84	$104.25
					26	$191,314	$787.30	$104.97
					27	$192,656	$792.82	$105.71
					28	$194,007	$798.38	$106.45
					29	$197,633	$813.30	$108.44
					30	$199,003	$818.94	$109.19
					31	$200,380	$824.61	$109.95
					32	$201,757	$830.28	$110.70
					33	$201,757	$830.28	$110.70
					34	$201,757	$830.28	$110.70
					35	$201,757	$830.28	$110.70

Steps do not equate to years of service.

Spotsylvania County Public Schools Salary Scales effective as of 7/1/2026

Grade	Grade Description	b bargain desc	Hours Worked	Days Worked	Step	Annual Amount	Daily Amount	Hourly Amount
ASP1	ASST SUP MAST+	CONTRACTED 12 MONTH EXEMPT EMP	7.50	243.00	0	$146,392	$602.44	$80.32
					1	$149,320	$614.49	$81.93
					2	$152,367	$627.02	$83.60
					3	$155,412	$639.56	$85.27
					4	$158,521	$652.35	$86.98
					5	$161,694	$665.41	$88.72
					6	$164,928	$678.72	$90.50
					7	$168,227	$692.29	$92.31
					8	$171,588	$706.12	$94.15
					9	$175,020	$720.25	$96.03
					10	$176,248	$725.30	$96.71
					11	$177,478	$730.36	$97.38
					12	$178,723	$735.49	$98.06
					13	$179,974	$740.63	$98.75
					14	$181,230	$745.80	$99.44
					15	$182,500	$751.03	$100.14
					16	$183,780	$756.30	$100.84
					17	$185,067	$761.59	$101.55
					18	$186,360	$766.91	$102.26
					19	$187,666	$772.29	$102.97
					20	$188,979	$777.69	$103.69
					21	$190,304	$783.14	$104.42
					22	$191,634	$788.62	$105.15
					23	$192,974	$794.13	$105.88
					24	$194,328	$799.70	$106.63
					25	$195,687	$805.30	$107.37
					26	$197,055	$810.93	$108.12
					27	$198,434	$816.60	$108.88
					28	$199,829	$822.34	$109.65
					29	$203,560	$837.70	$111.69
					30	$204,973	$843.51	$112.47
					31	$206,393	$849.35	$113.25
					32	$207,810	$855.19	$114.02
					33	$207,810	$855.19	$114.02
					34	$207,810	$855.19	$114.02
					35	$207,810	$855.19	$114.02

Steps do not equate to years of service.

Spotsylvania County Public Schools Salary Scales effective as of 7/1/2026

Grade	Grade Description	b bargain desc	Hours Worked	Days Worked	Step	Annual Amount	Daily Amount	Hourly Amount
ASP2	ASSIST SUP EDS	CONTRACTED 12 MONTH EXEMPT EMP	7.50	243.00	0	$148,525	$611.21	$81.50
					1	$151,495	$623.44	$83.12
					2	$154,586	$636.16	$84.82
					3	$157,678	$648.88	$86.52
					4	$160,833	$661.86	$88.25
					5	$164,048	$675.09	$90.01
					6	$167,331	$688.60	$91.81
					7	$170,676	$702.37	$93.65
					8	$174,086	$716.40	$95.52
					9	$177,568	$730.73	$97.43
					10	$178,812	$735.85	$98.11
					11	$180,067	$741.02	$98.80
					12	$181,327	$746.20	$99.49
					13	$182,596	$751.42	$100.19
					14	$183,871	$756.67	$100.89
					15	$185,158	$761.97	$101.60
					16	$186,457	$767.31	$102.31
					17	$187,762	$772.68	$103.02
					18	$189,079	$778.10	$103.75
					19	$190,401	$783.54	$104.47
					20	$191,732	$789.02	$105.20
					21	$193,076	$794.55	$105.94
					22	$194,423	$800.09	$106.68
					23	$195,785	$805.70	$107.43
					24	$197,158	$811.35	$108.18
					25	$198,536	$817.02	$108.94
					26	$199,922	$822.72	$109.70
					27	$201,325	$828.50	$110.47
					28	$202,737	$834.31	$111.24
					29	$206,525	$849.90	$113.32
					30	$207,957	$855.79	$114.11
					31	$209,398	$861.72	$114.90
					32	$210,836	$867.64	$115.69
					33	$210,836	$867.64	$115.69
					34	$210,836	$867.64	$115.69
					35	$210,836	$867.64	$115.69

Steps do not equate to years of service.

Spotsylvania County Public Schools Salary Scales effective as of 7/1/2026

Grade	Grade Description	b bargain desc	Hours Worked	Days Worked	Step	Annual Amount	Daily Amount	Hourly Amount
ASP3	ASST SUP DOC	CONTRACTED 12 MONTH EXEMPT EMP	7.50	243.00	0	$150,658	$619.99	$82.67
					1	$153,671	$632.39	$84.32
					2	$156,808	$645.30	$86.04
					3	$159,943	$658.20	$87.76
					4	$163,141	$671.36	$89.51
					5	$166,403	$684.79	$91.30
					6	$169,731	$698.48	$93.13
					7	$173,128	$712.46	$94.99
					8	$176,585	$726.69	$96.89
					9	$180,119	$741.23	$98.83
					10	$181,378	$746.41	$99.52
					11	$182,651	$751.65	$100.22
					12	$183,930	$756.91	$100.92
					13	$185,213	$762.19	$101.63
					14	$186,511	$767.54	$102.34
					15	$187,815	$772.90	$103.05
					16	$189,131	$778.32	$103.78
					17	$190,459	$783.78	$104.50
					18	$191,792	$789.27	$105.24
					19	$193,135	$794.79	$105.97
					20	$194,485	$800.35	$106.71
					21	$195,847	$805.95	$107.46
					22	$197,213	$811.58	$108.21
					23	$198,598	$817.28	$108.97
					24	$199,987	$822.99	$109.73
					25	$201,388	$828.76	$110.50
					26	$202,797	$834.56	$111.27
					27	$204,216	$840.40	$112.05
					28	$205,644	$846.27	$112.84
					29	$209,487	$862.09	$114.94
					30	$210,945	$868.09	$115.74
					31	$212,404	$874.09	$116.55
					32	$213,866	$880.11	$117.35
					33	$213,866	$880.11	$117.35
					34	$213,866	$880.11	$117.35
					35	$213,866	$880.11	$117.35

Steps do not equate to years of service.

Spotsylvania County Public Schools Salary Scales effective as of 7/1/2026

Grade	Grade Description	b bargain desc	Hours Worked	Days Worked	Step	Annual Amount	Daily Amount	Hourly Amount
BD4H	BUS DRIVER 4 HR	CONTRACTED 10 MONTH NON-EXEMPT	4.00	182.00	0	$17,435	$95.80	$23.95
					1	$17,610	$96.76	$24.19
					2	$17,825	$97.94	$24.48
					3	$18,168	$99.82	$24.96
					4	$18,653	$102.49	$25.62
					5	$19,082	$104.85	$26.21
					6	$19,507	$107.18	$26.80
					7	$19,937	$109.54	$27.39
					8	$20,369	$111.92	$27.98
					9	$20,800	$114.29	$28.57
					10	$21,225	$116.62	$29.16
					11	$21,668	$119.05	$29.76
					12	$22,092	$121.38	$30.35
					13	$22,522	$123.75	$30.94
					14	$22,947	$126.08	$31.52
					15	$23,376	$128.44	$32.11
					16	$23,807	$130.81	$32.70
					17	$24,230	$133.13	$33.28
					18	$24,668	$135.54	$33.88
					19	$25,092	$137.87	$34.47
					20	$25,521	$140.23	$35.06
					21	$25,954	$142.60	$35.65
					22	$26,644	$146.40	$36.60
					23	$26,644	$146.40	$36.60
					24	$26,644	$146.40	$36.60
					25	$26,644	$146.40	$36.60
					26	$26,644	$146.40	$36.60
					27	$26,902	$147.81	$36.95
					28	$26,902	$147.81	$36.95
					29	$27,978	$153.73	$38.43
					30	$27,978	$153.73	$38.43
					31	$27,978	$153.73	$38.43
					32	$28,538	$156.80	$39.20
					33	$28,538	$156.80	$39.20
					34	$28,538	$156.80	$39.20
					35	$28,538	$156.80	$39.20

Steps do not equate to years of service.

Spotsylvania County Public Schools Salary Scales effective as of 7/1/2026

Grade	Grade Description	b bargain desc	Hours Worked	Days Worked	Step	Annual Amount	Daily Amount	Hourly Amount
BD5H	BUS DRIVER 5HR	CONTRACTED 10 MONTH NON-EXEMPT	5.00	182.00	0	$21,795	$119.75	$23.95
					1	$22,013	$120.95	$24.19
					2	$22,279	$122.41	$24.48
					3	$22,710	$124.78	$24.96
					4	$23,313	$128.09	$25.62
					5	$23,846	$131.02	$26.20
					6	$24,385	$133.98	$26.80
					7	$24,919	$136.92	$27.38
					8	$25,459	$139.88	$27.98
					9	$25,995	$142.83	$28.57
					10	$26,532	$145.78	$29.16
					11	$27,082	$148.80	$29.76
					12	$27,607	$151.69	$30.34
					13	$28,147	$154.65	$30.93
					14	$28,679	$157.58	$31.52
					15	$29,220	$160.55	$32.11
					16	$29,757	$163.50	$32.70
					17	$30,290	$166.43	$33.29
					18	$30,833	$169.41	$33.88
					19	$31,358	$172.30	$34.46
					20	$31,899	$175.27	$35.05
					21	$32,440	$178.24	$35.65
					22	$33,300	$182.97	$36.59
					23	$33,300	$182.97	$36.59
					24	$33,300	$182.97	$36.59
					25	$33,300	$182.97	$36.59
					26	$33,300	$182.97	$36.59
					27	$33,630	$184.78	$36.96
					28	$33,630	$184.78	$36.96
					29	$34,972	$192.15	$38.43
					30	$34,972	$192.15	$38.43
					31	$34,972	$192.15	$38.43
					32	$35,668	$195.98	$39.20
					33	$35,668	$195.98	$39.20
					34	$35,668	$195.98	$39.20
					35	$35,668	$195.98	$39.20
					36	$35,668	$195.98	$39.20
					37	$36,379	$199.88	$39.98

Steps do not equate to years of service.

Spotsylvania County Public Schools Salary Scales effective as of 7/1/2026

Grade	Grade Description	b bargain desc	Hours Worked	Days Worked	Step	Annual Amount	Daily Amount	Hourly Amount
BD75	BUS DRIVER 7.5H	CONTRACTED 10 MONTH NON-EXEMPT	7.50	182.00	0	$34,951	$192.04	$25.61
					1	$35,650	$195.88	$26.12
					2	$36,379	$199.88	$26.65
					3	$36,916	$202.84	$27.04
					4	$37,826	$207.84	$27.71
					5	$38,625	$212.23	$28.30
					6	$39,432	$216.66	$28.89
					7	$40,226	$221.02	$29.47
					8	$41,042	$225.51	$30.07
					9	$41,848	$229.93	$30.66
					10	$42,647	$234.32	$31.24
					11	$43,474	$238.87	$31.85
					12	$44,266	$243.22	$32.43
					13	$45,078	$247.68	$33.02
					14	$45,868	$252.02	$33.60
					15	$46,680	$256.48	$34.20
					16	$47,484	$260.90	$34.79
					17	$48,279	$265.27	$35.37
					18	$49,100	$269.78	$35.97
					19	$49,893	$274.14	$36.55
					20	$50,701	$278.58	$37.14
					21	$51,509	$283.02	$37.74
					22	$52,800	$290.11	$38.68
					23	$52,800	$290.11	$38.68
					24	$52,800	$290.11	$38.68
					25	$52,800	$290.11	$38.68
					26	$52,800	$290.11	$38.68
					27	$53,292	$292.81	$39.04
					28	$53,292	$292.81	$39.04
					29	$55,305	$303.87	$40.52
					30	$55,305	$303.87	$40.52
					31	$55,305	$303.87	$40.52
					32	$56,360	$309.67	$41.29
					33	$56,360	$309.67	$41.29
					34	$56,360	$309.67	$41.29
					35	$56,360	$309.67	$41.29
					36	$56,360	$309.67	$41.29

Steps do not equate to years of service.

Spotsylvania County Public Schools Salary Scales effective as of 7/1/2026

Grade	Grade Description	b bargain desc	Hours Worked	Days Worked	Step	Annual Amount	Daily Amount	Hourly Amount
BDA0	BUS AIDE 4H	CONTRACTED 10 MONTH NON-EXEMPT	4.00	182.00	0	$10,760	$59.12	$14.78
					1	$10,975	$60.30	$15.08
					2	$11,198	$61.53	$15.38
					3	$11,423	$62.76	$15.69
					4	$11,652	$64.02	$16.01
					5	$11,885	$65.30	$16.33
					6	$12,123	$66.61	$16.65
					7	$12,365	$67.94	$16.98
					8	$12,612	$69.30	$17.32
					9	$12,864	$70.68	$17.67
					10	$13,122	$72.10	$18.02
					11	$13,384	$73.54	$18.38
					12	$13,652	$75.01	$18.75
					13	$13,925	$76.51	$19.13
					14	$14,203	$78.04	$19.51
					15	$14,487	$79.60	$19.90
					16	$14,777	$81.19	$20.30
					17	$15,073	$82.82	$20.70
					18	$15,374	$84.47	$21.12
					19	$15,682	$86.16	$21.54
					20	$15,995	$87.88	$21.97
					21	$16,315	$89.64	$22.41
					22	$16,478	$90.54	$22.63
					23	$16,643	$91.45	$22.86
					24	$16,810	$92.36	$23.09
					25	$16,978	$93.29	$23.32
					26	$17,147	$94.21	$23.55
					27	$17,319	$95.16	$23.79
					28	$17,492	$96.11	$24.03
					29	$17,667	$97.07	$24.27
					30	$17,844	$98.04	$24.51
					31	$18,022	$99.02	$24.76
					32	$18,202	$100.01	$25.00
					33	$18,384	$101.01	$25.25
					34	$18,568	$102.02	$25.51
					35	$18,754	$103.04	$25.76

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Spotsylvania County Public Schools Salary Scales effective as of 7/1/2026

Grade	Grade Description	b bargain desc	Hours Worked	Days Worked	Step	Annual Amount	Daily Amount	Hourly Amount
BDA5	BUS AIDE 5H	CONTRACTED 10 MONTH NON-EXEMPT	5.00	182.00	0	$13,450	$73.90	$14.78
					1	$13,725	$75.41	$15.08
					2	$13,999	$76.92	$15.38
					3	$14,279	$78.46	$15.69
					4	$14,565	$80.03	$16.01
					5	$14,856	$81.63	$16.33
					6	$15,153	$83.26	$16.65
					7	$15,456	$84.92	$16.98
					8	$15,765	$86.62	$17.32
					9	$16,081	$88.36	$17.67
					10	$16,402	$90.12	$18.02
					11	$16,730	$91.92	$18.38
					12	$17,065	$93.76	$18.75
					13	$17,406	$95.64	$19.13
					14	$17,754	$97.55	$19.51
					15	$18,109	$99.50	$19.90
					16	$18,471	$101.49	$20.30
					17	$18,841	$103.52	$20.70
					18	$19,218	$105.59	$21.12
					19	$19,602	$107.70	$21.54
					20	$19,994	$109.86	$21.97
					21	$20,394	$112.05	$22.41
					22	$20,598	$113.18	$22.64
					23	$20,804	$114.31	$22.86
					24	$21,012	$115.45	$23.09
					25	$21,222	$116.60	$23.32
					26	$21,434	$117.77	$23.55
					27	$21,649	$118.95	$23.79
					28	$21,865	$120.14	$24.03
					29	$22,084	$121.34	$24.27
					30	$22,305	$122.55	$24.51
					31	$22,528	$123.78	$24.76
					32	$22,753	$125.02	$25.00
					33	$22,980	$126.26	$25.25
					34	$23,210	$127.53	$25.51
					35	$23,442	$128.80	$25.76

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Spotsylvania County Public Schools Salary Scales effective as of 7/1/2026

Grade	Grade Description	b bargain desc	Hours Worked	Days Worked	Step	Annual Amount	Daily Amount	Hourly Amount
BFS	SEC 12 MO BFS17	CONTRACTED 12 MONTH NON-EXEMPT	7.50	243.00	0	$43,941	$180.83	$24.11
					1	$44,820	$184.44	$24.59
					2	$45,735	$188.21	$25.09
					3	$46,518	$191.43	$25.52
					4	$47,879	$197.03	$26.27
					5	$49,079	$201.97	$26.93
					6	$50,272	$206.88	$27.58
					7	$51,470	$211.81	$28.24
					8	$52,667	$216.74	$28.90
					9	$53,864	$221.66	$29.56
					10	$55,053	$226.56	$30.21
					11	$56,254	$231.50	$30.87
					12	$57,455	$236.44	$31.53
					13	$58,651	$241.36	$32.18
					14	$59,844	$246.27	$32.84
					15	$61,040	$251.19	$33.49
					16	$62,237	$256.12	$34.15
					17	$63,437	$261.06	$34.81
					18	$64,633	$265.98	$35.46
					19	$65,831	$270.91	$36.12
					20	$67,030	$275.84	$36.78
					21	$68,227	$280.77	$37.44
					22	$70,065	$288.33	$38.44
					23	$70,065	$288.33	$38.44
					24	$70,065	$288.33	$38.44
					25	$70,065	$288.33	$38.44
					26	$70,065	$288.33	$38.44
					27	$70,762	$291.20	$38.83
					28	$70,762	$291.20	$38.83
					29	$73,228	$301.35	$40.18
					30	$73,228	$301.35	$40.18
					31	$73,228	$301.35	$40.18
					32	$74,690	$307.37	$40.98
					33	$74,690	$307.37	$40.98
					34	$74,690	$307.37	$40.98
					35	$74,690	$307.37	$40.98

Steps do not equate to years of service.

Spotsylvania County Public Schools Salary Scales effective as of 7/1/2026

Grade	Grade Description	b bargain desc	Hours Worked	Days Worked	Step	Annual Amount	Daily Amount	Hourly Amount
BK12	SEC 12 MO BK16	CONTRACTED 12 MONTH NON-EXEMPT	7.50	243.00	0	$41,849	$172.22	$22.96
					1	$42,686	$175.66	$23.42
					2	$43,557	$179.25	$23.90
					3	$44,306	$182.33	$24.31
					4	$45,599	$187.65	$25.02
					5	$46,745	$192.37	$25.65
					6	$47,878	$197.03	$26.27
					7	$49,020	$201.73	$26.90
					8	$50,161	$206.42	$27.52
					9	$51,297	$211.10	$28.15
					10	$52,433	$215.77	$28.77
					11	$53,573	$220.47	$29.40
					12	$54,717	$225.17	$30.02
					13	$55,860	$229.88	$30.65
					14	$56,990	$234.53	$31.27
					15	$58,136	$239.24	$31.90
					16	$59,272	$243.92	$32.52
					17	$60,418	$248.63	$33.15
					18	$61,557	$253.32	$33.78
					19	$62,697	$258.01	$34.40
					20	$63,838	$262.71	$35.03
					21	$64,976	$267.39	$35.65
					22	$66,729	$274.60	$36.61
					23	$66,729	$274.60	$36.61
					24	$66,729	$274.60	$36.61
					25	$66,729	$274.60	$36.61
					26	$66,729	$274.60	$36.61
					27	$67,396	$277.35	$36.98
					28	$67,396	$277.35	$36.98
					29	$69,738	$286.99	$38.27
					30	$69,738	$286.99	$38.27
					31	$69,738	$286.99	$38.27
					32	$71,135	$292.74	$39.03
					33	$71,135	$292.74	$39.03
					34	$71,135	$292.74	$39.03
					35	$71,135	$292.74	$39.03

Steps do not equate to years of service.

Spotsylvania County Public Schools Salary Scales effective as of 7/1/2026

Grade	Grade Description	b bargain desc	Hours Worked	Days Worked	Step	Annual Amount	Daily Amount	Hourly Amount
BS11	SEC 11 MO BS14	CONTRACTED 11 MONTH NON-EXEMPT	7.50	210.00	0	$36,607	$174.32	$23.24
					1	$37,340	$177.81	$23.71
					2	$38,100	$181.43	$24.19
					3	$38,754	$184.54	$24.61
					4	$39,883	$189.92	$25.32
					5	$40,885	$194.69	$25.96
					6	$41,880	$199.43	$26.59
					7	$42,871	$204.15	$27.22
					8	$43,877	$208.94	$27.86
					9	$44,873	$213.68	$28.49
					10	$45,861	$218.39	$29.12
					11	$46,861	$223.15	$29.75
					12	$47,860	$227.90	$30.39
					13	$48,862	$232.68	$31.02
					14	$49,849	$237.38	$31.65
					15	$50,849	$242.14	$32.29
					16	$51,847	$246.89	$32.92
					17	$52,846	$251.65	$33.55
					18	$53,843	$256.40	$34.19
					19	$54,839	$261.14	$34.82
					20	$55,842	$265.91	$35.46
					21	$56,831	$270.62	$36.08
					22	$58,366	$277.93	$37.06
					23	$58,366	$277.93	$37.06
					24	$58,366	$277.93	$37.06
					25	$58,366	$277.93	$37.06
					26	$58,366	$277.93	$37.06
					27	$58,949	$280.71	$37.43
					28	$58,949	$280.71	$37.43
					29	$61,002	$290.49	$38.73
					30	$61,002	$290.49	$38.73
					31	$61,002	$290.49	$38.73
					32	$62,221	$296.29	$39.51
					33	$62,221	$296.29	$39.51
					34	$62,221	$296.29	$39.51
					35	$62,221	$296.29	$39.51

Steps do not equate to years of service.

Spotsylvania County Public Schools Salary Scales effective as of 7/1/2026

Grade	Grade Description	b bargain desc	Hours Worked	Days Worked	Step	Annual Amount	Daily Amount	Hourly Amount
BS12	SEC 12 MO BS14	CONTRACTED 12 MONTH NON-EXEMPT	7.50	243.00	0	$39,933	$164.33	$21.91
					1	$40,732	$167.62	$22.35
					2	$41,563	$171.04	$22.81
					3	$42,279	$173.99	$23.20
					4	$43,507	$179.04	$23.87
					5	$44,600	$183.54	$24.47
					6	$45,685	$188.00	$25.07
					7	$46,776	$192.49	$25.67
					8	$47,863	$196.97	$26.26
					9	$48,950	$201.44	$26.86
					10	$50,034	$205.90	$27.45
					11	$51,122	$210.38	$28.05
					12	$52,213	$214.87	$28.65
					13	$53,301	$219.35	$29.25
					14	$54,381	$223.79	$29.84
					15	$55,471	$228.28	$30.44
					16	$56,558	$232.75	$31.03
					17	$57,649	$237.24	$31.63
					18	$58,734	$241.70	$32.23
					19	$59,825	$246.19	$32.83
					20	$60,912	$250.67	$33.42
					21	$62,002	$255.15	$34.02
					22	$63,670	$262.02	$34.94
					23	$63,670	$262.02	$34.94
					24	$63,670	$262.02	$34.94
					25	$63,670	$262.02	$34.94
					26	$63,670	$262.02	$34.94
					27	$64,309	$264.65	$35.29
					28	$64,309	$264.65	$35.29
					29	$66,543	$273.84	$36.51
					30	$66,543	$273.84	$36.51
					31	$66,543	$273.84	$36.51
					32	$67,874	$279.32	$37.24
					33	$67,874	$279.32	$37.24
					34	$67,874	$279.32	$37.24
					35	$67,874	$279.32	$37.24

Steps do not equate to years of service.

Spotsylvania County Public Schools Salary Scales effective as of 7/1/2026

Grade	Grade Description	b bargain desc	Hours Worked	Days Worked	Step	Annual Amount	Daily Amount	Hourly Amount
CA	CLINICAL ASS'T	CONTRACTED 10 MONTH NON-EXEMPT	7.50	185.00	0	$24,011	$129.79	$17.31
					1	$24,491	$132.38	$17.65
					2	$24,992	$135.09	$18.01
					3	$25,701	$138.92	$18.52
					4	$26,445	$142.95	$19.06
					5	$27,209	$147.08	$19.61
					6	$28,011	$151.41	$20.19
					7	$28,773	$155.53	$20.74
					8	$29,611	$160.06	$21.34
					9	$30,471	$164.71	$21.96
					10	$31,346	$169.44	$22.59
					11	$32,259	$174.37	$23.25
					12	$33,190	$179.41	$23.92
					13	$34,141	$184.55	$24.61
					14	$35,127	$189.88	$25.32
					15	$36,119	$195.24	$26.03
					16	$37,160	$200.86	$26.78
					17	$38,221	$206.60	$27.55
					18	$39,342	$212.66	$28.35
					19	$40,477	$218.79	$29.17
					20	$41,650	$225.14	$30.02
					21	$42,846	$231.60	$30.88
					22	$44,502	$240.55	$32.07
					23	$44,502	$240.55	$32.07
					24	$44,502	$240.55	$32.07
					25	$44,502	$240.55	$32.07
					26	$44,502	$240.55	$32.07
					27	$45,437	$245.61	$32.75
					28	$46,309	$250.32	$33.38
					29	$46,309	$250.32	$33.38
					30	$49,125	$265.54	$35.41
					31	$49,608	$268.15	$35.75
					32	$50,597	$273.50	$36.47
					33	$50,597	$273.50	$36.47
					34	$50,597	$273.50	$36.47
					35	$50,597	$273.50	$36.47

Steps do not equate to years of service.

Spotsylvania County Public Schools Salary Scales effective as of 7/1/2026

Grade	Grade Description	b bargain desc	Hours Worked	Days Worked	Step	Annual Amount	Daily Amount	Hourly Amount
CAF4	FDSCW 4HR	CONTRACTED 10 MONTH NON-EXEMPT	4.00	184.00	0	$9,892	$53.76	$13.44
					1	$10,090	$54.84	$13.71
					2	$10,296	$55.96	$13.99
					3	$10,462	$56.86	$14.21
					4	$10,802	$58.71	$14.68
					5	$11,208	$60.91	$15.23
					6	$11,622	$63.16	$15.79
					7	$12,041	$65.44	$16.36
					8	$12,534	$68.12	$17.03
					9	$13,014	$70.73	$17.68
					10	$13,509	$73.42	$18.35
					11	$14,093	$76.59	$19.15
					12	$14,666	$79.71	$19.93
					13	$15,252	$82.89	$20.72
					14	$15,904	$86.43	$21.61
					15	$16,568	$90.04	$22.51
					16	$17,215	$93.56	$23.39
					17	$17,955	$97.58	$24.40
					18	$17,955	$97.58	$24.40
					19	$17,955	$97.58	$24.40
					20	$17,955	$97.58	$24.40
					21	$17,955	$97.58	$24.40
					22	$18,139	$98.58	$24.65
					23	$18,139	$98.58	$24.65
					24	$18,139	$98.58	$24.65
					25	$18,139	$98.58	$24.65
					26	$18,139	$98.58	$24.65
					27	$18,325	$99.59	$24.90
					28	$18,325	$99.59	$24.90
					29	$19,505	$106.01	$26.50
					30	$19,505	$106.01	$26.50
					31	$19,505	$106.01	$26.50
					32	$19,896	$108.13	$27.03
					33	$19,896	$108.13	$27.03
					34	$19,896	$108.13	$27.03
					35	$19,896	$108.13	$27.03

Steps do not equate to years of service.

Spotsylvania County Public Schools Salary Scales effective as of 7/1/2026

Grade	Grade Description	b bargain desc	Hours Worked	Days Worked	Step	Annual Amount	Daily Amount	Hourly Amount
CAF5	FDSCW 5HR	CONTRACTED 10 MONTH NON-EXEMPT	5.00	184.00	0	$12,366	$67.21	$13.44
					1	$12,613	$68.55	$13.71
					2	$12,870	$69.95	$13.99
					3	$13,076	$71.07	$14.21
					4	$13,505	$73.40	$14.68
					5	$14,007	$76.13	$15.23
					6	$14,524	$78.93	$15.79
					7	$15,051	$81.80	$16.36
					8	$15,664	$85.13	$17.03
					9	$16,265	$88.40	$17.68
					10	$16,884	$91.76	$18.35
					11	$17,617	$95.74	$19.15
					12	$18,333	$99.64	$19.93
					13	$19,065	$103.61	$20.72
					14	$19,877	$108.03	$21.61
					15	$20,705	$112.53	$22.51
					16	$21,517	$116.94	$23.39
					17	$22,445	$121.98	$24.40
					18	$22,445	$121.98	$24.40
					19	$22,445	$121.98	$24.40
					20	$22,445	$121.98	$24.40
					21	$22,445	$121.98	$24.40
					22	$22,672	$123.22	$24.64
					23	$22,672	$123.22	$24.64
					24	$22,672	$123.22	$24.64
					25	$22,672	$123.22	$24.64
					26	$22,672	$123.22	$24.64
					27	$22,899	$124.45	$24.89
					28	$22,899	$124.45	$24.89
					29	$24,381	$132.51	$26.50
					30	$24,381	$132.51	$26.50
					31	$24,381	$132.51	$26.50
					32	$24,869	$135.16	$27.03
					33	$24,869	$135.16	$27.03
					34	$24,869	$135.16	$27.03
					35	$24,869	$135.16	$27.03

Steps do not equate to years of service.

Spotsylvania County Public Schools Salary Scales effective as of 7/1/2026

Grade	Grade Description	b bargain desc	Hours Worked	Days Worked	Step	Annual Amount	Daily Amount	Hourly Amount
CAF6	FDSCW 6HR	CONTRACTED 10 MONTH NON-EXEMPT	6.00	184.00	0	$14,265	$77.53	$12.92
					1	$14,550	$79.08	$13.18
					2	$15,444	$83.93	$13.99
					3	$15,694	$85.29	$14.22
					4	$16,202	$88.05	$14.68
					5	$16,805	$91.33	$15.22
					6	$17,430	$94.73	$15.79
					7	$18,057	$98.14	$16.36
					8	$18,799	$102.17	$17.03
					9	$19,516	$106.07	$17.68
					10	$20,259	$110.10	$18.35
					11	$21,137	$114.88	$19.15
					12	$21,999	$119.56	$19.93
					13	$22,874	$124.32	$20.72
					14	$23,852	$129.63	$21.61
					15	$24,844	$135.02	$22.50
					16	$25,820	$140.33	$23.39
					17	$26,935	$146.39	$24.40
					18	$26,935	$146.39	$24.40
					19	$26,935	$146.39	$24.40
					20	$26,935	$146.39	$24.40
					21	$26,935	$146.39	$24.40
					22	$27,206	$147.86	$24.64
					23	$27,206	$147.86	$24.64
					24	$27,206	$147.86	$24.64
					25	$27,206	$147.86	$24.64
					26	$27,206	$147.86	$24.64
					27	$27,483	$149.36	$24.89
					28	$27,483	$149.36	$24.89
					29	$29,257	$159.01	$26.50
					30	$29,257	$159.01	$26.50
					31	$29,257	$159.01	$26.50
					32	$29,840	$162.17	$27.03
					33	$29,840	$162.17	$27.03
					34	$29,840	$162.17	$27.03
					35	$29,840	$162.17	$27.03

Steps do not equate to years of service.

Spotsylvania County Public Schools Salary Scales effective as of 7/1/2026

Grade	Grade Description	b bargain desc	Hours Worked	Days Worked	Step	Annual Amount	Daily Amount	Hourly Amount
CMES	FDSCAFE MGR EL	CONTRACTED 10 MONTH NON-EXEMPT	7.00	184.00	0	$32,557	$176.94	$25.28
					1	$33,208	$180.48	$25.78
					2	$33,886	$184.16	$26.31
					3	$34,558	$187.82	$26.83
					4	$35,228	$191.46	$27.35
					5	$36,073	$196.05	$28.01
					6	$36,909	$200.59	$28.66
					7	$37,755	$205.19	$29.31
					8	$38,758	$210.64	$30.09
					9	$39,771	$216.15	$30.88
					10	$40,786	$221.66	$31.67
					11	$42,191	$229.30	$32.76
					12	$43,135	$234.43	$33.49
					13	$44,308	$240.80	$34.40
					14	$45,659	$248.15	$35.45
					15	$46,569	$253.09	$36.16
					16	$47,502	$258.16	$36.88
					17	$48,453	$263.33	$37.62
					18	$49,424	$268.61	$38.37
					19	$50,411	$273.97	$39.14
					20	$51,418	$279.45	$39.92
					21	$52,449	$285.05	$40.72
					22	$53,493	$290.72	$41.53
					23	$53,493	$290.72	$41.53
					24	$53,493	$290.72	$41.53
					25	$53,493	$290.72	$41.53
					26	$53,493	$290.72	$41.53
					27	$54,566	$296.55	$42.36
					28	$54,566	$296.55	$42.36
					29	$56,723	$308.28	$44.04
					30	$56,723	$308.28	$44.04
					31	$56,723	$308.28	$44.04
					32	$57,851	$314.41	$44.92
					33	$57,851	$314.41	$44.92
					34	$57,851	$314.41	$44.92
					35	$57,851	$314.41	$44.92

Steps do not equate to years of service.

Spotsylvania County Public Schools Salary Scales effective as of 7/1/2026

Grade	Grade Description	b bargain desc	Hours Worked	Days Worked	Step	Annual Amount	Daily Amount	Hourly Amount
CMHS	FDSCAFE MGR H	CONTRACTED 10 MONTH NON-EXEMPT	7.00	178.00	0	$32,536	$182.79	$26.11
					1	$33,187	$186.44	$26.63
					2	$33,863	$190.24	$27.18
					3	$34,510	$193.88	$27.70
					4	$35,160	$197.53	$28.22
					5	$35,965	$202.05	$28.86
					6	$36,773	$206.59	$29.51
					7	$37,585	$211.15	$30.16
					8	$38,556	$216.61	$30.94
					9	$39,528	$222.07	$31.72
					10	$40,500	$227.53	$32.50
					11	$41,626	$233.85	$33.41
					12	$42,761	$240.23	$34.32
					13	$43,889	$246.57	$35.22
					14	$45,186	$253.85	$36.26
					15	$46,092	$258.94	$36.99
					16	$47,012	$264.11	$37.73
					17	$47,958	$269.43	$38.49
					18	$48,914	$274.80	$39.26
					19	$49,893	$280.30	$40.04
					20	$50,890	$285.90	$40.84
					21	$51,908	$291.62	$41.66
					22	$52,945	$297.44	$42.49
					23	$52,945	$297.44	$42.49
					24	$52,945	$297.44	$42.49
					25	$52,945	$297.44	$42.49
					26	$52,945	$297.44	$42.49
					27	$54,006	$303.40	$43.34
					28	$54,006	$303.40	$43.34
					29	$56,077	$315.04	$45.01
					30	$56,077	$315.04	$45.01
					31	$56,077	$315.04	$45.01
					32	$57,196	$321.33	$45.90
					33	$57,196	$321.33	$45.90
					34	$57,196	$321.33	$45.90
					35	$57,196	$321.33	$45.90

Steps do not equate to years of service.

Spotsylvania County Public Schools Salary Scales effective as of 7/1/2026

Grade	Grade Description	b bargain desc	Hours Worked	Days Worked	Step	Annual Amount	Daily Amount	Hourly Amount
CMMS	FDSCAFE MGR M	CONTRACTED 10 MONTH NON-EXEMPT	7.00	184.00	0	$33,188	$180.37	$25.77
					1	$33,852	$183.98	$26.28
					2	$34,542	$187.73	$26.82
					3	$35,219	$191.41	$27.34
					4	$35,891	$195.06	$27.87
					5	$36,726	$199.60	$28.51
					6	$37,569	$204.18	$29.17
					7	$38,410	$208.75	$29.82
					8	$39,421	$214.24	$30.61
					9	$40,435	$219.76	$31.39
					10	$41,446	$225.25	$32.18
					11	$42,614	$231.60	$33.09
					12	$43,795	$238.02	$34.00
					13	$44,967	$244.39	$34.91
					14	$46,317	$251.72	$35.96
					15	$47,246	$256.77	$36.68
					16	$48,191	$261.91	$37.42
					17	$49,153	$267.14	$38.16
					18	$50,138	$272.49	$38.93
					19	$51,139	$277.93	$39.70
					20	$52,160	$283.48	$40.50
					21	$53,203	$289.15	$41.31
					22	$54,269	$294.94	$42.13
					23	$54,269	$294.94	$42.13
					24	$54,269	$294.94	$42.13
					25	$54,269	$294.94	$42.13
					26	$54,269	$294.94	$42.13
					27	$55,349	$300.81	$42.97
					28	$55,349	$300.81	$42.97
					29	$57,506	$312.53	$44.65
					30	$57,506	$312.53	$44.65
					31	$57,506	$312.53	$44.65
					32	$58,656	$318.78	$45.54
					33	$58,656	$318.78	$45.54
					34	$58,656	$318.78	$45.54
					35	$58,656	$318.78	$45.54

Steps do not equate to years of service.

Spotsylvania County Public Schools Salary Scales effective as of 7/1/2026

Grade	Grade Description	b bargain desc	Hours Worked	Days Worked	Step	Annual Amount	Daily Amount	Hourly Amount
CO14	DATA PROCESS	CONTRACTED 12 MONTH NON-EXEMPT	7.50	243.00	0	$39,151	$161.12	$21.48
					1	$39,933	$164.33	$21.91
					2	$40,749	$167.69	$22.36
					3	$41,448	$170.57	$22.74
					4	$42,656	$175.54	$23.41
					5	$43,725	$179.94	$23.99
					6	$44,790	$184.32	$24.58
					7	$45,857	$188.71	$25.16
					8	$46,927	$193.12	$25.75
					9	$47,990	$197.49	$26.33
					10	$49,051	$201.86	$26.91
					11	$50,117	$206.24	$27.50
					12	$51,188	$210.65	$28.09
					13	$52,254	$215.04	$28.67
					14	$53,317	$219.41	$29.25
					15	$54,382	$223.79	$29.84
					16	$55,450	$228.19	$30.43
					17	$56,520	$232.59	$31.01
					18	$57,584	$236.97	$31.60
					19	$58,652	$241.37	$32.18
					20	$59,717	$245.75	$32.77
					21	$60,786	$250.15	$33.35
					22	$62,419	$256.87	$34.25
					23	$62,419	$256.87	$34.25
					24	$62,419	$256.87	$34.25
					25	$62,419	$256.87	$34.25
					26	$62,419	$256.87	$34.25
					27	$63,047	$259.45	$34.59
					28	$63,047	$259.45	$34.59
					29	$65,239	$268.47	$35.80
					30	$65,239	$268.47	$35.80
					31	$65,239	$268.47	$35.80
					32	$66,543	$273.84	$36.51
					33	$66,543	$273.84	$36.51
					34	$66,543	$273.84	$36.51
					35	$66,543	$273.84	$36.51

Steps do not equate to years of service.

Spotsylvania County Public Schools Salary Scales effective as of 7/1/2026

Grade	Grade Description	b bargain desc	Hours Worked	Days Worked	Step	Annual Amount	Daily Amount	Hourly Amount
CRD1	COORDINATOR	CONTRACTED 12 MONTH EXEMPT EMP	7.50	243.00	0	$79,510	$327.20	$43.63
					1	$81,100	$333.74	$44.50
					2	$82,722	$340.42	$45.39
					3	$84,376	$347.23	$46.30
					4	$86,064	$354.17	$47.22
					5	$87,785	$361.26	$48.17
					6	$89,540	$368.48	$49.13
					7	$90,884	$374.01	$49.87
					8	$92,247	$379.62	$50.62
					9	$93,630	$385.31	$51.37
					10	$95,035	$391.09	$52.15
					11	$96,461	$396.96	$52.93
					12	$97,908	$402.91	$53.72
					13	$99,376	$408.95	$54.53
					14	$100,867	$415.09	$55.35
					15	$102,380	$421.32	$56.18
					16	$103,915	$427.63	$57.02
					17	$104,954	$431.91	$57.59
					18	$106,004	$436.23	$58.16
					19	$107,064	$440.59	$58.75
					20	$108,135	$445.00	$59.33
					21	$109,217	$449.45	$59.93
					22	$110,308	$453.94	$60.53
					23	$111,412	$458.49	$61.13
					24	$112,526	$463.07	$61.74
					25	$113,651	$467.70	$62.36
					26	$114,787	$472.37	$62.98
					27	$115,935	$477.10	$63.61
					28	$117,095	$481.87	$64.25
					29	$118,265	$486.69	$64.89
					30	$119,448	$491.56	$65.54
					31	$120,643	$496.47	$66.20
					32	$121,849	$501.44	$66.86
					33	$123,068	$506.45	$67.53
					34	$124,298	$511.51	$68.20
					35	$125,542	$516.63	$68.88
					36	$126,797	$521.80	$69.57
					37	$128,065	$527.02	$70.27
					38	$129,346	$532.29	$70.97
					39	$130,639	$537.61	$71.68
					40	$131,945	$542.98	$72.40

Steps do not equate to years of service.

Spotsylvania County Public Schools Salary Scales effective as of 7/1/2026

Grade	Grade Description	b bargain desc	Hours Worked	Days Worked	Step	Annual Amount	Daily Amount	Hourly Amount
CRD2	COORDINATOR (BA	CONTRACTED 12 MONTH EXEMPT EMP	7.50	243.00	0	$81,895	$337.02	$44.94
					1	$83,533	$343.76	$45.83
					2	$85,203	$350.63	$46.75
					3	$86,908	$357.65	$47.69
					4	$88,646	$364.80	$48.64
					5	$90,419	$372.09	$49.61
					6	$92,227	$379.54	$50.60
					7	$93,611	$385.23	$51.36
					8	$95,014	$391.00	$52.13
					9	$96,439	$396.87	$52.92
					10	$97,886	$402.82	$53.71
					11	$99,355	$408.87	$54.52
					12	$100,845	$415.00	$55.33
					13	$102,358	$421.23	$56.16
					14	$103,892	$427.54	$57.01
					15	$105,451	$433.95	$57.86
					16	$107,033	$440.47	$58.73
					17	$108,103	$444.87	$59.32
					18	$109,185	$449.32	$59.91
					19	$110,276	$453.81	$60.51
					20	$111,379	$458.35	$61.11
					21	$112,493	$462.93	$61.72
					22	$113,618	$467.56	$62.34
					23	$114,754	$472.24	$62.97
					24	$115,902	$476.96	$63.60
					25	$117,061	$481.73	$64.23
					26	$118,231	$486.55	$64.87
					27	$119,414	$491.42	$65.52
					28	$120,608	$496.33	$66.18
					29	$121,813	$501.29	$66.84
					30	$123,032	$506.30	$67.51
					31	$124,262	$511.37	$68.18
					32	$125,505	$516.48	$68.86
					33	$126,760	$521.65	$69.55
					34	$128,027	$526.86	$70.25
					35	$129,308	$532.13	$70.95
					36	$130,601	$537.45	$71.66
					37	$131,907	$542.83	$72.38
					38	$133,226	$548.26	$73.10
					39	$134,558	$553.74	$73.83
					40	$135,903	$559.27	$74.57

Steps do not equate to years of service.

Spotsylvania County Public Schools Salary Scales effective as of 7/1/2026

Grade	Grade Description	b bargain desc	Hours Worked	Days Worked	Step	Annual Amount	Daily Amount	Hourly Amount
CRD3	COORDINATOR (MA	CONTRACTED 12 MONTH EXEMPT EMP	7.50	243.00	0	$85,075	$350.10	$46.68
					1	$86,777	$357.11	$47.61
					2	$88,513	$364.25	$48.57
					3	$90,282	$371.53	$49.54
					4	$92,088	$378.96	$50.53
					5	$93,930	$386.54	$51.54
					6	$95,809	$394.28	$52.57
					7	$97,245	$400.19	$53.36
					8	$98,705	$406.19	$54.16
					9	$100,184	$412.28	$54.97
					10	$101,688	$418.47	$55.80
					11	$103,213	$424.74	$56.63
					12	$104,761	$431.12	$57.48
					13	$106,332	$437.58	$58.34
					14	$107,928	$444.15	$59.22
					15	$109,547	$450.81	$60.11
					16	$111,190	$457.57	$61.01
					17	$112,301	$462.14	$61.62
					18	$113,425	$466.77	$62.24
					19	$114,559	$471.44	$62.86
					20	$115,705	$476.15	$63.49
					21	$116,862	$480.91	$64.12
					22	$118,030	$485.72	$64.76
					23	$119,210	$490.58	$65.41
					24	$120,402	$495.48	$66.06
					25	$121,607	$500.44	$66.73
					26	$122,822	$505.44	$67.39
					27	$124,051	$510.50	$68.07
					28	$125,291	$515.60	$68.75
					29	$126,544	$520.76	$69.43
					30	$127,810	$525.97	$70.13
					31	$129,088	$531.23	$70.83
					32	$130,379	$536.54	$71.54
					33	$131,682	$541.90	$72.25
					34	$132,999	$547.32	$72.98
					35	$134,329	$552.79	$73.71
					36	$135,673	$558.33	$74.44
					37	$137,029	$563.91	$75.19
					38	$138,399	$569.54	$75.94
					39	$139,783	$575.24	$76.70
					40	$141,182	$581.00	$77.47

Steps do not equate to years of service.

Spotsylvania County Public Schools Salary Scales effective as of 7/1/2026

Grade	Grade Description	b bargain desc	Hours Worked	Days Worked	Step	Annual Amount	Daily Amount	Hourly Amount
CRD4	COORDINATOR (MA	CONTRACTED 12 MONTH EXEMPT EMP	7.50	243.00	0	$86,666	$356.65	$47.55
					1	$88,399	$363.78	$48.50
					2	$90,167	$371.06	$49.47
					3	$91,970	$378.48	$50.46
					4	$93,810	$386.05	$51.47
					5	$95,686	$393.77	$52.50
					6	$97,599	$401.64	$53.55
					7	$99,064	$407.67	$54.36
					8	$100,549	$413.78	$55.17
					9	$102,058	$419.99	$56.00
					10	$103,588	$426.29	$56.84
					11	$105,142	$432.68	$57.69
					12	$106,719	$439.17	$58.56
					13	$108,320	$445.76	$59.43
					14	$109,945	$452.45	$60.33
					15	$111,594	$459.23	$61.23
					16	$113,268	$466.12	$62.15
					17	$114,400	$470.78	$62.77
					18	$115,545	$475.49	$63.40
					19	$116,700	$480.25	$64.03
					20	$117,867	$485.05	$64.67
					21	$119,045	$489.90	$65.32
					22	$120,236	$494.80	$65.97
					23	$121,439	$499.75	$66.63
					24	$122,653	$504.74	$67.30
					25	$123,879	$509.79	$67.97
					26	$125,119	$514.89	$68.65
					27	$126,369	$520.04	$69.34
					28	$127,634	$525.24	$70.03
					29	$128,909	$530.49	$70.73
					30	$130,198	$535.79	$71.44
					31	$131,501	$541.16	$72.15
					32	$132,815	$546.56	$72.88
					33	$134,143	$552.03	$73.60
					34	$135,485	$557.55	$74.34
					35	$136,840	$563.13	$75.08
					36	$138,209	$568.76	$75.83
					37	$139,590	$574.44	$76.59
					38	$140,987	$580.19	$77.36
					39	$142,396	$585.99	$78.13
					40	$143,821	$591.86	$78.91

Steps do not equate to years of service.

Spotsylvania County Public Schools Salary Scales effective as of 7/1/2026

Grade	Grade Description	b bargain desc	Hours Worked	Days Worked	Step	Annual Amount	Daily Amount	Hourly Amount
CRD5	COORDINATOR (ED	CONTRACTED 12 MONTH EXEMPT EMP	7.50	243.00	0	$87,462	$359.93	$47.99
					1	$89,210	$367.12	$48.95
					2	$90,994	$374.46	$49.93
					3	$92,814	$381.95	$50.93
					4	$94,671	$389.59	$51.95
					5	$96,563	$397.38	$52.98
					6	$98,495	$405.33	$54.04
					7	$99,972	$411.41	$54.85
					8	$101,471	$417.58	$55.68
					9	$102,994	$423.84	$56.51
					10	$104,539	$430.20	$57.36
					11	$106,107	$436.65	$58.22
					12	$107,698	$443.20	$59.09
					13	$109,314	$449.85	$59.98
					14	$110,953	$456.60	$60.88
					15	$112,618	$463.45	$61.79
					16	$114,307	$470.40	$62.72
					17	$115,450	$475.10	$63.35
					18	$116,605	$479.86	$63.98
					19	$117,771	$484.65	$64.62
					20	$118,948	$489.50	$65.27
					21	$120,138	$494.40	$65.92
					22	$121,339	$499.34	$66.58
					23	$122,553	$504.33	$67.24
					24	$123,778	$509.37	$67.92
					25	$125,016	$514.47	$68.60
					26	$126,266	$519.61	$69.28
					27	$127,528	$524.81	$69.97
					28	$128,804	$530.06	$70.67
					29	$130,092	$535.36	$71.38
					30	$131,393	$540.71	$72.09
					31	$132,707	$546.12	$72.82
					32	$134,034	$551.58	$73.54
					33	$135,375	$557.10	$74.28
					34	$136,729	$562.67	$75.02
					35	$138,095	$568.29	$75.77
					36	$139,477	$573.98	$76.53
					37	$140,871	$579.72	$77.30
					38	$142,280	$585.51	$78.07
					39	$143,703	$591.37	$78.85
					40	$145,139	$597.28	$79.64

Steps do not equate to years of service.

Spotsylvania County Public Schools Salary Scales effective as of 7/1/2026

Grade	Grade Description	b bargain desc	Hours Worked	Days Worked	Step	Annual Amount	Daily Amount	Hourly Amount
CRD6	COORDINATOR (DO	CONTRACTED 12 MONTH EXEMPT EMP	7.50	243.00	0	$89,051	$366.47	$48.86
					1	$90,831	$373.79	$49.84
					2	$92,649	$381.27	$50.84
					3	$94,501	$388.89	$51.85
					4	$96,391	$396.67	$52.89
					5	$98,319	$404.60	$53.95
					6	$100,286	$412.70	$55.03
					7	$101,790	$418.89	$55.85
					8	$103,317	$425.17	$56.69
					9	$104,867	$431.55	$57.54
					10	$106,439	$438.02	$58.40
					11	$108,036	$444.59	$59.28
					12	$109,656	$451.26	$60.17
					13	$111,301	$458.03	$61.07
					14	$112,971	$464.90	$61.99
					15	$114,666	$471.88	$62.92
					16	$116,386	$478.95	$63.86
					17	$117,549	$483.74	$64.50
					18	$118,724	$488.58	$65.14
					19	$119,912	$493.47	$65.80
					20	$121,111	$498.40	$66.45
					21	$122,322	$503.38	$67.12
					22	$123,546	$508.42	$67.79
					23	$124,781	$513.50	$68.47
					24	$126,029	$518.64	$69.15
					25	$127,289	$523.82	$69.84
					26	$128,562	$529.06	$70.54
					27	$129,847	$534.35	$71.25
					28	$131,146	$539.70	$71.96
					29	$132,457	$545.09	$72.68
					30	$133,782	$550.54	$73.41
					31	$135,120	$556.05	$74.14
					32	$136,471	$561.61	$74.88
					33	$137,836	$567.23	$75.63
					34	$139,214	$572.90	$76.39
					35	$140,606	$578.63	$77.15
					36	$142,012	$584.41	$77.92
					37	$143,433	$590.26	$78.70
					38	$144,867	$596.16	$79.49
					39	$146,316	$602.12	$80.28
					40	$147,778	$608.14	$81.09

Steps do not equate to years of service.

Spotsylvania County Public Schools Salary Scales effective as of 7/1/2026

Grade	Grade Description	b bargain desc	Hours Worked	Days Worked	Step	Annual Amount	Daily Amount	Hourly Amount
CU10	CUSTODIANS	CONTRACTED 12 MONTH NON-EXEMPT	7.50	243.00	0	$33,251	$136.84	$18.24
					1	$33,251	$136.84	$18.24
					2	$33,930	$139.63	$18.62
					3	$34,511	$142.02	$18.94
					4	$35,522	$146.18	$19.49
					5	$36,404	$149.81	$19.97
					6	$37,294	$153.47	$20.46
					7	$38,183	$157.13	$20.95
					8	$39,068	$160.77	$21.44
					9	$39,962	$164.45	$21.93
					10	$40,853	$168.12	$22.42
					11	$41,731	$171.73	$22.90
					12	$42,623	$175.40	$23.39
					13	$43,511	$179.06	$23.87
					14	$44,400	$182.72	$24.36
					15	$45,285	$186.36	$24.85
					16	$46,170	$190.00	$25.33
					17	$47,061	$193.67	$25.82
					18	$47,945	$197.30	$26.31
					19	$48,830	$200.95	$26.79
					20	$49,720	$204.61	$27.28
					21	$50,609	$208.27	$27.77
					22	$51,998	$213.98	$28.53
					23	$51,998	$213.98	$28.53
					24	$51,998	$213.98	$28.53
					25	$51,998	$213.98	$28.53
					26	$51,998	$213.98	$28.53
					27	$52,514	$216.11	$28.81
					28	$52,514	$216.11	$28.81
					29	$54,745	$225.29	$30.04
					30	$54,745	$225.29	$30.04
					31	$54,745	$225.29	$30.04
					32	$55,842	$229.80	$30.64
					33	$55,842	$229.80	$30.64
					34	$55,842	$229.80	$30.64
					35	$55,842	$229.80	$30.64

Steps do not equate to years of service.

Spotsylvania County Public Schools Salary Scales effective as of 7/1/2026

Grade	Grade Description	b bargain desc	Hours Worked	Days Worked	Step	Annual Amount	Daily Amount	Hourly Amount
CW4H	FDSCW 4HR HS	CONTRACTED 10 MONTH NON-EXEMPT	4.00	178.00	0	$9,559	$53.70	$13.43
					1	$9,559	$53.70	$13.43
					2	$9,754	$54.80	$13.70
					3	$10,066	$56.55	$14.14
					4	$10,393	$58.39	$14.60
					5	$10,780	$60.56	$15.14
					6	$11,179	$62.80	$15.70
					7	$11,581	$65.06	$16.27
					8	$12,054	$67.72	$16.93
					9	$12,519	$70.33	$17.58
					10	$12,993	$72.99	$18.25
					11	$13,556	$76.16	$19.04
					12	$14,107	$79.25	$19.81
					13	$14,670	$82.42	$20.60
					14	$15,299	$85.95	$21.49
					15	$15,938	$89.54	$22.38
					16	$16,562	$93.04	$23.26
					17	$17,275	$97.05	$24.26
					18	$17,275	$97.05	$24.26
					19	$17,275	$97.05	$24.26
					20	$17,275	$97.05	$24.26
					21	$17,275	$97.05	$24.26
					22	$17,447	$98.02	$24.50
					23	$17,447	$98.02	$24.50
					24	$17,447	$98.02	$24.50
					25	$17,447	$98.02	$24.50
					26	$17,447	$98.02	$24.50
					27	$17,628	$99.03	$24.76
					28	$17,628	$99.03	$24.76
					29	$18,764	$105.42	$26.35
					30	$18,764	$105.42	$26.35
					31	$18,764	$105.42	$26.35
					32	$19,138	$107.52	$26.88
					33	$19,138	$107.52	$26.88
					34	$19,138	$107.52	$26.88
					35	$19,138	$107.52	$26.88

Steps do not equate to years of service.

Spotsylvania County Public Schools Salary Scales effective as of 7/1/2026

Grade	Grade Description	b bargain desc	Hours Worked	Days Worked	Step	Annual Amount	Daily Amount	Hourly Amount
CW5H	FDSCW 5HR HS	CONTRACTED 10 MONTH NON-EXEMPT	5.00	178.00	0	$11,948	$67.12	$13.42
					1	$11,948	$67.12	$13.42
					2	$12,192	$68.49	$13.70
					3	$12,580	$70.67	$14.13
					4	$12,989	$72.97	$14.59
					5	$13,474	$75.70	$15.14
					6	$13,973	$78.50	$15.70
					7	$14,478	$81.34	$16.27
					8	$15,069	$84.66	$16.93
					9	$15,645	$87.89	$17.58
					10	$16,242	$91.25	$18.25
					11	$16,949	$95.22	$19.04
					12	$17,637	$99.08	$19.82
					13	$18,340	$103.03	$20.61
					14	$19,119	$107.41	$21.48
					15	$19,918	$111.90	$22.38
					16	$20,702	$116.30	$23.26
					17	$21,588	$121.28	$24.26
					18	$21,588	$121.28	$24.26
					19	$21,588	$121.28	$24.26
					20	$21,588	$121.28	$24.26
					21	$21,588	$121.28	$24.26
					22	$21,807	$122.51	$24.50
					23	$21,807	$122.51	$24.50
					24	$21,807	$122.51	$24.50
					25	$21,807	$122.51	$24.50
					26	$21,807	$122.51	$24.50
					27	$22,033	$123.78	$24.76
					28	$22,033	$123.78	$24.76
					29	$23,454	$131.76	$26.35
					30	$23,454	$131.76	$26.35
					31	$23,454	$131.76	$26.35
					32	$23,923	$134.40	$26.88
					33	$23,923	$134.40	$26.88
					34	$23,923	$134.40	$26.88
					35	$23,923	$134.40	$26.88

Steps do not equate to years of service.

Spotsylvania County Public Schools Salary Scales effective as of 7/1/2026

Grade	Grade Description	b bargain desc	Hours Worked	Days Worked	Step	Annual Amount	Daily Amount	Hourly Amount
CW6H	FDSCW 6HR HS	CONTRACTED 10 MONTH NON-EXEMPT	6.00	178.00	0	$14,335	$80.53	$13.42
					1	$14,334	$80.53	$13.42
					2	$14,627	$82.17	$13.70
					3	$15,099	$84.83	$14.14
					4	$15,587	$87.57	$14.59
					5	$16,164	$90.81	$15.13
					6	$16,766	$94.19	$15.70
					7	$17,368	$97.57	$16.26
					8	$18,082	$101.58	$16.93
					9	$18,779	$105.50	$17.58
					10	$19,489	$109.49	$18.25
					11	$20,336	$114.25	$19.04
					12	$21,157	$118.86	$19.81
					13	$22,005	$123.62	$20.60
					14	$22,942	$128.89	$21.48
					15	$23,899	$134.26	$22.38
					16	$24,838	$139.54	$23.26
					17	$25,907	$145.54	$24.26
					18	$25,907	$145.54	$24.26
					19	$25,907	$145.54	$24.26
					20	$25,907	$145.54	$24.26
					21	$25,907	$145.54	$24.26
					22	$26,174	$147.04	$24.51
					23	$26,174	$147.04	$24.51
					24	$26,174	$147.04	$24.51
					25	$26,174	$147.04	$24.51
					26	$26,174	$147.04	$24.51
					27	$26,436	$148.52	$24.75
					28	$26,436	$148.52	$24.75
					29	$28,144	$158.11	$26.35
					30	$28,144	$158.11	$26.35
					31	$28,144	$158.11	$26.35
					32	$28,702	$161.25	$26.87
					33	$28,702	$161.25	$26.87
					34	$28,702	$161.25	$26.87
					35	$28,702	$161.25	$26.87

Steps do not equate to years of service.

Spotsylvania County Public Schools Salary Scales effective as of 7/1/2026

Grade	Grade Description	b bargain desc	Hours Worked	Days Worked	Step	Annual Amount	Daily Amount	Hourly Amount
DIR	DIRECTOR	CONTRACTED 12 MONTH EXEMPT EMP	7.50	243.00	0	$123,120	$506.67	$67.56
					1	$125,582	$516.80	$68.91
					2	$128,144	$527.34	$70.31
					3	$130,711	$537.91	$71.72
					4	$133,321	$548.65	$73.15
					5	$135,989	$559.63	$74.62
					6	$138,708	$570.81	$76.11
					7	$141,484	$582.24	$77.63
					8	$144,311	$593.87	$79.18
					9	$147,199	$605.76	$80.77
					10	$148,226	$609.98	$81.33
					11	$149,265	$614.26	$81.90
					12	$150,311	$618.56	$82.48
					13	$151,361	$622.88	$83.05
					14	$152,423	$627.26	$83.63
					15	$153,487	$631.63	$84.22
					16	$154,564	$636.07	$84.81
					17	$155,647	$640.52	$85.40
					18	$156,736	$645.00	$86.00
					19	$157,836	$649.53	$86.60
					20	$158,937	$654.06	$87.21
					21	$160,048	$658.63	$87.82
					22	$161,169	$663.25	$88.43
					23	$162,297	$667.89	$89.05
					24	$163,432	$672.56	$89.67
					25	$164,577	$677.27	$90.30
					26	$165,731	$682.02	$90.94
					27	$166,889	$686.79	$91.57
					28	$168,057	$691.59	$92.21
					29	$171,200	$704.53	$93.94
					30	$172,389	$709.42	$94.59
					31	$173,580	$714.32	$95.24
					32	$174,775	$719.24	$95.90
					33	$174,775	$719.24	$95.90
					34	$174,775	$719.24	$95.90
					35	$174,775	$719.24	$95.90

Steps do not equate to years of service.

Spotsylvania County Public Schools Salary Scales effective as of 7/1/2026

Grade	Grade Description	b bargain desc	Hours Worked	Days Worked	Step	Annual Amount	Daily Amount	Hourly Amount
DIR1	DIR MASTER+15	CONTRACTED 12 MONTH EXEMPT EMP	7.50	243.00	0	$126,815	$521.87	$69.58
					1	$129,351	$532.31	$70.97
					2	$131,990	$543.17	$72.42
					3	$134,630	$554.03	$73.87
					4	$137,320	$565.10	$75.35
					5	$140,066	$576.40	$76.85
					6	$142,871	$587.95	$78.39
					7	$145,726	$599.70	$79.96
					8	$148,640	$611.69	$81.56
					9	$151,612	$623.92	$83.19
					10	$152,675	$628.29	$83.77
					11	$153,742	$632.68	$84.36
					12	$154,820	$637.12	$84.95
					13	$155,903	$641.58	$85.54
					14	$156,993	$646.06	$86.14
					15	$158,092	$650.58	$86.74
					16	$159,199	$655.14	$87.35
					17	$160,314	$659.73	$87.96
					18	$161,435	$664.34	$88.58
					19	$162,569	$669.01	$89.20
					20	$163,706	$673.69	$89.83
					21	$164,852	$678.40	$90.45
					22	$166,004	$683.14	$91.09
					23	$167,163	$687.91	$91.72
					24	$168,337	$692.74	$92.37
					25	$169,513	$697.58	$93.01
					26	$170,701	$702.47	$93.66
					27	$171,896	$707.39	$94.32
					28	$173,102	$712.35	$94.98
					29	$176,336	$725.66	$96.76
					30	$177,559	$730.70	$97.43
					31	$178,789	$735.76	$98.10
					32	$180,019	$740.82	$98.78
					33	$180,019	$740.82	$98.78
					34	$180,019	$740.82	$98.78
					35	$180,019	$740.82	$98.78

Steps do not equate to years of service.

Spotsylvania County Public Schools Salary Scales effective as of 7/1/2026

Grade	Grade Description	b bargain desc	Hours Worked	Days Worked	Step	Annual Amount	Daily Amount	Hourly Amount
DIR2	DIR EDU SPEC DE	CONTRACTED 12 MONTH EXEMPT EMP	7.50	243.00	0	$128,660	$529.47	$70.60
					1	$131,233	$540.05	$72.01
					2	$133,911	$551.07	$73.48
					3	$136,589	$562.09	$74.95
					4	$139,320	$573.33	$76.44
					5	$142,109	$584.81	$77.97
					6	$144,949	$596.50	$79.53
					7	$147,850	$608.44	$81.12
					8	$150,804	$620.59	$82.75
					9	$153,820	$633.00	$84.40
					10	$154,897	$637.44	$84.99
					11	$155,979	$641.89	$85.59
					12	$157,076	$646.40	$86.19
					13	$158,172	$650.91	$86.79
					14	$159,282	$655.48	$87.40
					15	$160,393	$660.05	$88.01
					16	$161,520	$664.69	$88.63
					17	$162,650	$669.34	$89.25
					18	$163,788	$674.02	$89.87
					19	$164,938	$678.76	$90.50
					20	$166,089	$683.49	$91.13
					21	$167,252	$688.28	$91.77
					22	$168,420	$693.09	$92.41
					23	$169,601	$697.95	$93.06
					24	$170,786	$702.82	$93.71
					25	$171,983	$707.75	$94.37
					26	$173,189	$712.71	$95.03
					27	$174,401	$717.70	$95.69
					28	$175,621	$722.72	$96.36
					29	$178,905	$736.23	$98.16
					30	$180,147	$741.35	$98.85
					31	$181,390	$746.46	$99.53
					32	$182,640	$751.60	$100.21
					33	$182,640	$751.60	$100.21
					34	$182,640	$751.60	$100.21
					35	$182,640	$751.60	$100.21

Steps do not equate to years of service.

Spotsylvania County Public Schools Salary Scales effective as of 7/1/2026

Grade	Grade Description	b bargain desc	Hours Worked	Days Worked	Step	Annual Amount	Daily Amount	Hourly Amount
DIR3	DIRECTOR DOC	CONTRACTED 12 MONTH EXEMPT EMP	7.50	243.00	0	$130,507	$537.07	$71.61
					1	$133,117	$547.81	$73.04
					2	$135,833	$558.98	$74.53
					3	$138,550	$570.16	$76.02
					4	$141,320	$581.56	$77.54
					5	$144,148	$593.20	$79.09
					6	$147,030	$605.06	$80.67
					7	$149,974	$617.18	$82.29
					8	$152,969	$629.50	$83.93
					9	$156,029	$642.09	$85.61
					10	$157,120	$646.58	$86.21
					11	$158,219	$651.11	$86.81
					12	$159,326	$655.66	$87.42
					13	$160,441	$660.25	$88.03
					14	$161,570	$664.90	$88.65
					15	$162,695	$669.53	$89.27
					16	$163,839	$674.23	$89.90
					17	$164,983	$678.94	$90.53
					18	$166,138	$683.70	$91.16
					19	$167,302	$688.49	$91.80
					20	$168,475	$693.31	$92.44
					21	$169,652	$698.16	$93.09
					22	$170,835	$703.02	$93.74
					23	$172,033	$707.95	$94.39
					24	$173,240	$712.92	$95.06
					25	$174,451	$717.91	$95.72
					26	$175,674	$722.94	$96.39
					27	$176,902	$727.99	$97.07
					28	$178,144	$733.10	$97.75
					29	$181,472	$746.80	$99.57
					30	$182,731	$751.98	$100.26
					31	$183,994	$757.18	$100.96
					32	$185,260	$762.39	$101.65
					33	$185,260	$762.39	$101.65
					34	$185,260	$762.39	$101.65
					35	$185,260	$762.39	$101.65

Steps do not equate to years of service.

Spotsylvania County Public Schools Salary Scales effective as of 7/1/2026

Grade	Grade Description	b bargain desc	Hours Worked	Days Worked	Step	Annual Amount	Daily Amount	Hourly Amount
DR1	DIRECTOR 1	CONTRACTED 12 MONTH EXEMPT EMP	7.50	243.00	0	$128,046	$526.94	$70.26
					1	$130,607	$537.48	$71.66
					2	$133,272	$548.44	$73.13
					3	$135,939	$559.42	$74.59
					4	$138,655	$570.60	$76.08
					5	$141,426	$582.00	$77.60
					6	$144,257	$593.65	$79.15
					7	$147,140	$605.51	$80.74
					8	$150,083	$617.63	$82.35
					9	$153,086	$629.98	$84.00
					10	$154,156	$634.39	$84.58
					11	$155,234	$638.82	$85.18
					12	$156,324	$643.31	$85.77
					13	$157,417	$647.81	$86.37
					14	$158,517	$652.33	$86.98
					15	$159,624	$656.89	$87.59
					16	$160,747	$661.51	$88.20
					17	$162,297	$667.89	$89.05
					18	$163,005	$670.80	$89.44
					19	$164,147	$675.50	$90.07
					20	$165,294	$680.22	$90.70
					21	$166,450	$684.98	$91.33
					22	$167,614	$689.77	$91.97
					23	$168,801	$694.65	$92.62
					24	$169,972	$699.47	$93.26
					25	$171,163	$704.37	$93.92
					26	$172,499	$709.87	$94.65
					27	$173,566	$714.26	$95.24
					28	$175,151	$720.79	$96.10
					29	$178,426	$734.26	$97.90
					30	$179,668	$739.37	$98.58
					31	$180,906	$744.47	$99.26
					32	$182,149	$749.58	$99.94
					33	$182,149	$749.58	$99.94
					34	$182,149	$749.58	$99.94
					35	$182,149	$749.58	$99.94

Steps do not equate to years of service.

Spotsylvania County Public Schools Salary Scales effective as of 7/1/2026

Grade	Grade Description	b bargain desc	Hours Worked	Days Worked	Step	Annual Amount	Daily Amount	Hourly Amount
DR11	DIR1 MAST+15	CONTRACTED 12 MONTH EXEMPT EMP	7.50	243.00	0	$131,882	$542.72	$72.36
					1	$134,520	$553.58	$73.81
					2	$137,265	$564.88	$75.32
					3	$140,013	$576.19	$76.82
					4	$142,812	$587.70	$78.36
					5	$145,670	$599.47	$79.93
					6	$148,586	$611.47	$81.53
					7	$151,555	$623.68	$83.16
					8	$154,584	$636.15	$84.82
					9	$157,677	$648.88	$86.52
					10	$158,781	$653.42	$87.12
					11	$159,893	$658.00	$87.73
					12	$161,012	$662.60	$88.35
					13	$162,139	$667.24	$88.97
					14	$163,274	$671.91	$89.59
					15	$164,417	$676.61	$90.22
					16	$165,567	$681.35	$90.85
					17	$167,163	$687.91	$91.72
					18	$167,896	$690.93	$92.12
					19	$169,071	$695.77	$92.77
					20	$170,253	$700.63	$93.42
					21	$171,446	$705.54	$94.07
					22	$172,642	$710.46	$94.73
					23	$173,866	$715.50	$95.40
					24	$175,071	$720.46	$96.06
					25	$176,294	$725.49	$96.73
					26	$177,676	$731.18	$97.49
					27	$178,771	$735.68	$98.09
					28	$180,404	$742.40	$98.99
					29	$183,779	$756.29	$100.84
					30	$185,058	$761.56	$101.54
					31	$186,333	$766.80	$102.24
					32	$187,614	$772.07	$102.94
					33	$187,614	$772.07	$102.94
					34	$187,614	$772.07	$102.94
					35	$187,614	$772.07	$102.94

Steps do not equate to years of service.

Spotsylvania County Public Schools Salary Scales effective as of 7/1/2026

Grade	Grade Description	b bargain desc	Hours Worked	Days Worked	Step	Annual Amount	Daily Amount	Hourly Amount
DR13	DIR1 DOCTORATE	CONTRACTED 12 MONTH EXEMPT EMP	7.50	243.00	0	$135,726	$558.54	$74.47
					1	$138,441	$569.72	$75.96
					2	$141,266	$581.34	$77.51
					3	$144,092	$592.97	$79.06
					4	$146,972	$604.82	$80.64
					5	$149,912	$616.92	$82.26
					6	$152,912	$629.27	$83.90
					7	$155,968	$641.84	$85.58
					8	$159,088	$654.68	$87.29
					9	$162,269	$667.77	$89.04
					10	$163,404	$672.44	$89.66
					11	$164,547	$677.15	$90.29
					12	$165,706	$681.92	$90.92
					13	$166,859	$686.66	$91.56
					14	$168,027	$691.47	$92.20
					15	$169,205	$696.32	$92.84
					16	$170,389	$701.19	$93.49
					17	$172,033	$707.95	$94.39
					18	$172,787	$711.06	$94.81
					19	$173,995	$716.03	$95.47
					20	$175,212	$721.04	$96.14
					21	$176,436	$726.07	$96.81
					22	$177,672	$731.16	$97.49
					23	$178,929	$736.33	$98.18
					24	$180,170	$741.44	$98.86
					25	$181,430	$746.63	$99.55
					26	$182,849	$752.47	$100.33
					27	$183,978	$757.11	$100.95
					28	$185,660	$764.03	$101.87
					29	$189,130	$778.31	$103.78
					30	$190,445	$783.72	$104.50
					31	$191,761	$789.14	$105.22
					32	$193,080	$794.57	$105.94
					33	$193,080	$794.57	$105.94
					34	$193,080	$794.57	$105.94
					35	$193,080	$794.57	$105.94

Steps do not equate to years of service.

Spotsylvania County Public Schools Salary Scales effective as of 7/1/2026

Grade	Grade Description	b bargain desc	Hours Worked	Days Worked	Step	Annual Amount	Daily Amount	Hourly Amount
EAP	ELEM ASST PRINC	CONTRACTED 12 MONTH EXEMPT EMP	7.50	243.00	0	$113,612	$467.54	$62.34
					1	$114,372	$470.67	$62.76
					2	$115,124	$473.76	$63.17
					3	$115,884	$476.89	$63.59
					4	$116,635	$479.98	$64.00
					5	$117,391	$483.09	$64.41
					6	$118,148	$486.21	$64.83
					7	$118,907	$489.33	$65.24
					8	$119,664	$492.44	$65.66
					9	$120,416	$495.54	$66.07
					10	$121,173	$498.65	$66.49
					11	$121,929	$501.77	$66.90
					12	$122,686	$504.88	$67.32
					13	$123,442	$507.99	$67.73
					14	$124,199	$511.11	$68.15
					15	$124,973	$514.29	$68.57
					16	$124,973	$514.29	$68.57
					17	$124,973	$514.29	$68.57
					18	$124,973	$514.29	$68.57
					19	$124,973	$514.29	$68.57
					20	$124,973	$514.29	$68.57
					21	$124,973	$514.29	$68.57
					22	$124,973	$514.29	$68.57
					23	$124,973	$514.29	$68.57
					24	$124,973	$514.29	$68.57
					25	$124,973	$514.29	$68.57
					26	$124,973	$514.29	$68.57
					27	$126,832	$521.94	$69.59

Steps do not equate to years of service.

Spotsylvania County Public Schools Salary Scales effective as of 7/1/2026

Grade	Grade Description	b bargain desc	Hours Worked	Days Worked	Step	Annual Amount	Daily Amount	Hourly Amount
EAP1	EAP MASTERS+15	CONTRACTED 12 MONTH EXEMPT EMP	7.50	243.00	0	$117,021	$481.57	$64.21
					1	$117,800	$484.77	$64.64
					2	$118,572	$487.95	$65.06
					3	$119,358	$491.19	$65.49
					4	$120,134	$494.38	$65.92
					5	$120,913	$497.58	$66.34
					6	$121,694	$500.80	$66.77
					7	$122,475	$504.01	$67.20
					8	$123,252	$507.21	$67.63
					9	$124,028	$510.40	$68.05
					10	$124,808	$513.61	$68.48
					11	$125,588	$516.82	$68.91
					12	$126,369	$520.04	$69.34
					13	$127,142	$523.22	$69.76
					14	$127,924	$526.44	$70.19
					15	$128,720	$529.71	$70.63
					16	$128,720	$529.71	$70.63
					17	$128,720	$529.71	$70.63
					18	$128,720	$529.71	$70.63
					19	$128,720	$529.71	$70.63
					20	$128,720	$529.71	$70.63
					21	$128,720	$529.71	$70.63
					22	$128,720	$529.71	$70.63
					23	$128,720	$529.71	$70.63
					24	$128,720	$529.71	$70.63
					25	$128,720	$529.71	$70.63
					26	$128,720	$529.71	$70.63
					27	$130,639	$537.61	$71.68

Steps do not equate to years of service.

Spotsylvania County Public Schools Salary Scales effective as of 7/1/2026

Grade	Grade Description	b bargain desc	Hours Worked	Days Worked	Step	Annual Amount	Daily Amount	Hourly Amount
EAP2	EAP EDU SPEC DE	CONTRACTED 12 MONTH EXEMPT EMP	7.50	243.00	0	$118,724	$488.58	$65.14
					1	$119,514	$491.83	$65.58
					2	$120,303	$495.07	$66.01
					3	$121,097	$498.34	$66.45
					4	$121,881	$501.57	$66.88
					5	$122,674	$504.83	$67.31
					6	$123,466	$508.09	$67.75
					7	$124,257	$511.35	$68.18
					8	$125,051	$514.61	$68.62
					9	$125,836	$517.84	$69.05
					10	$126,627	$521.10	$69.48
					11	$127,418	$524.35	$69.91
					12	$128,209	$527.61	$70.35
					13	$128,994	$530.84	$70.78
					14	$129,790	$534.12	$71.22
					15	$130,594	$537.42	$71.66
					16	$130,594	$537.42	$71.66
					17	$130,594	$537.42	$71.66
					18	$130,594	$537.42	$71.66
					19	$130,594	$537.42	$71.66
					20	$130,594	$537.42	$71.66
					21	$130,594	$537.42	$71.66
					22	$130,594	$537.42	$71.66
					23	$130,594	$537.42	$71.66
					24	$130,594	$537.42	$71.66
					25	$130,594	$537.42	$71.66
					26	$130,594	$537.42	$71.66
					27	$132,540	$545.43	$72.72

Steps do not equate to years of service.

Spotsylvania County Public Schools Salary Scales effective as of 7/1/2026

Grade	Grade Description	b bargain desc	Hours Worked	Days Worked	Step	Annual Amount	Daily Amount	Hourly Amount
EAP3	EL ASST PR DOC	CONTRACTED 12 MONTH EXEMPT EMP	7.50	243.00	0	$120,428	$495.59	$66.08
					1	$121,231	$498.89	$66.52
					2	$122,031	$502.19	$66.96
					3	$122,833	$505.49	$67.40
					4	$123,631	$508.77	$67.84
					5	$124,438	$512.09	$68.28
					6	$125,237	$515.38	$68.72
					7	$126,041	$518.69	$69.16
					8	$126,844	$521.99	$69.60
					9	$127,643	$525.28	$70.04
					10	$128,444	$528.58	$70.48
					11	$129,243	$531.86	$70.92
					12	$130,048	$535.18	$71.36
					13	$130,848	$538.47	$71.80
					14	$131,649	$541.77	$72.24
					15	$132,468	$545.14	$72.68
					16	$132,468	$545.14	$72.68
					17	$132,468	$545.14	$72.68
					18	$132,468	$545.14	$72.68
					19	$132,468	$545.14	$72.68
					20	$132,468	$545.14	$72.68
					21	$132,468	$545.14	$72.68
					22	$132,468	$545.14	$72.68
					23	$132,468	$545.14	$72.68
					24	$132,468	$545.14	$72.68
					25	$132,468	$545.14	$72.68
					26	$132,468	$545.14	$72.68
					27	$134,443	$553.26	$73.77

Steps do not equate to years of service.

Spotsylvania County Public Schools Salary Scales effective as of 7/1/2026

Grade	Grade Description	b bargain desc	Hours Worked	Days Worked	Step	Annual Amount	Daily Amount	Hourly Amount
EPR	ELEM PRINCIPAL	CONTRACTED 12 MONTH EXEMPT EMP	7.50	243.00	0	$126,674	$521.29	$69.51
					1	$129,206	$531.71	$70.89
					2	$131,790	$542.35	$72.31
					3	$134,429	$553.21	$73.76
					4	$137,117	$564.27	$75.24
					5	$139,858	$575.55	$76.74
					6	$142,654	$587.05	$78.27
					7	$145,509	$598.80	$79.84
					8	$146,965	$604.79	$80.64
					9	$148,434	$610.84	$81.45
					10	$149,915	$616.93	$82.26
					11	$151,418	$623.12	$83.08
					12	$152,930	$629.34	$83.91
					13	$154,461	$635.64	$84.75
					14	$156,005	$642.00	$85.60
					15	$157,562	$648.40	$86.45
					16	$159,139	$654.89	$87.32
					17	$160,729	$661.44	$88.19
					18	$162,336	$668.05	$89.07
					19	$163,961	$674.74	$89.96
					20	$165,600	$681.48	$90.86
					21	$165,600	$681.48	$90.86
					22	$165,600	$681.48	$90.86
					23	$165,600	$681.48	$90.86
					24	$165,600	$681.48	$90.86
					25	$165,600	$681.48	$90.86
					26	$165,600	$681.48	$90.86
					27	$167,262	$688.32	$91.78
					28	$167,261	$688.32	$91.78
					29	$167,261	$688.32	$91.78
					30	$167,261	$688.32	$91.78
					31	$167,261	$688.32	$91.78
					32	$167,261	$688.32	$91.78
					33	$167,261	$688.32	$91.78
					34	$167,261	$688.32	$91.78
					35	$167,261	$688.32	$91.78

Steps do not equate to years of service.

Spotsylvania County Public Schools Salary Scales effective as of 7/1/2026

Grade	Grade Description	b bargain desc	Hours Worked	Days Worked	Step	Annual Amount	Daily Amount	Hourly Amount
EPR1	ELEM PR MAST+15	CONTRACTED 12 MONTH EXEMPT EMP	7.50	243.00	0	$130,475	$536.93	$71.59
					1	$133,081	$547.66	$73.02
					2	$135,748	$558.63	$74.48
					3	$138,462	$569.80	$75.97
					4	$141,231	$581.20	$77.49
					5	$144,056	$592.82	$79.04
					6	$146,934	$604.67	$80.62
					7	$149,874	$616.77	$82.24
					8	$151,370	$622.92	$83.06
					9	$152,888	$629.17	$83.89
					10	$154,414	$635.45	$84.73
					11	$155,961	$641.81	$85.58
					12	$157,518	$648.22	$86.43
					13	$159,092	$654.70	$87.29
					14	$160,686	$661.26	$88.17
					15	$162,289	$667.86	$89.05
					16	$163,914	$674.54	$89.94
					17	$165,552	$681.28	$90.84
					18	$167,207	$688.09	$91.75
					19	$168,881	$694.98	$92.66
					20	$170,570	$701.93	$93.59
					21	$170,570	$701.93	$93.59
					22	$170,570	$701.93	$93.59
					23	$170,570	$701.93	$93.59
					24	$170,570	$701.93	$93.59
					25	$170,570	$701.93	$93.59
					26	$170,570	$701.93	$93.59
					27	$172,275	$708.95	$94.53
					28	$172,275	$708.95	$94.53
					29	$172,275	$708.95	$94.53
					30	$172,275	$708.95	$94.53
					31	$172,275	$708.95	$94.53
					32	$172,275	$708.95	$94.53
					33	$172,275	$708.95	$94.53
					34	$172,275	$708.95	$94.53
					35	$172,275	$708.95	$94.53

Steps do not equate to years of service.

Spotsylvania County Public Schools Salary Scales effective as of 7/1/2026

Grade	Grade Description	b bargain desc	Hours Worked	Days Worked	Step	Annual Amount	Daily Amount	Hourly Amount
EPR2	EL PR EDU SPEC	CONTRACTED 12 MONTH EXEMPT EMP	7.50	243.00	0	$131,127	$539.62	$71.95
					1	$133,746	$550.40	$73.39
					2	$136,426	$561.42	$74.86
					3	$139,154	$572.65	$76.35
					4	$141,936	$584.10	$77.88
					5	$144,776	$595.79	$79.44
					6	$147,669	$607.69	$81.03
					7	$150,624	$619.85	$82.65
					8	$152,126	$626.03	$83.47
					9	$153,653	$632.32	$84.31
					10	$155,187	$638.63	$85.15
					11	$156,741	$645.02	$86.00
					12	$158,306	$651.47	$86.86
					13	$159,888	$657.98	$87.73
					14	$161,490	$664.57	$88.61
					15	$163,100	$671.19	$89.49
					16	$164,734	$677.92	$90.39
					17	$166,380	$684.69	$91.29
					18	$168,044	$691.54	$92.21
					19	$169,726	$698.46	$93.13
					20	$171,423	$705.44	$94.06
					21	$171,423	$705.44	$94.06
					22	$171,423	$705.44	$94.06
					23	$171,423	$705.44	$94.06
					24	$171,423	$705.44	$94.06
					25	$171,423	$705.44	$94.06
					26	$171,423	$705.44	$94.06
					27	$173,137	$712.50	$95.00
					28	$173,137	$712.50	$95.00
					29	$173,137	$712.50	$95.00
					30	$173,137	$712.50	$95.00
					31	$173,137	$712.50	$95.00
					32	$173,137	$712.50	$95.00
					33	$173,137	$712.50	$95.00
					34	$173,137	$712.50	$95.00
					35	$173,137	$712.50	$95.00

Steps do not equate to years of service.

Spotsylvania County Public Schools Salary Scales effective as of 7/1/2026

Grade	Grade Description	b bargain desc	Hours Worked	Days Worked	Step	Annual Amount	Daily Amount	Hourly Amount
EPR3	ELEM PRIN DOC	CONTRACTED 12 MONTH EXEMPT EMP	7.50	243.00	0	$134,273	$552.56	$73.68
					1	$136,961	$563.63	$75.15
					2	$139,700	$574.90	$76.65
					3	$142,494	$586.40	$78.19
					4	$145,344	$598.12	$79.75
					5	$148,251	$610.09	$81.34
					6	$151,214	$622.28	$82.97
					7	$154,238	$634.72	$84.63
					8	$155,785	$641.09	$85.48
					9	$157,341	$647.49	$86.33
					10	$158,911	$653.95	$87.19
					11	$160,502	$660.50	$88.07
					12	$162,105	$667.10	$88.95
					13	$163,727	$673.77	$89.84
					14	$165,364	$680.51	$90.73
					15	$167,018	$687.32	$91.64
					16	$168,689	$694.19	$92.56
					17	$170,373	$701.12	$93.48
					18	$172,080	$708.15	$94.42
					19	$173,799	$715.22	$95.36
					20	$175,535	$722.37	$96.32
					21	$175,535	$722.37	$96.32
					22	$175,535	$722.37	$96.32
					23	$175,535	$722.37	$96.32
					24	$175,535	$722.37	$96.32
					25	$175,535	$722.37	$96.32
					26	$175,535	$722.37	$96.32
					27	$177,293	$729.60	$97.28
					28	$177,292	$729.60	$97.28
					29	$177,292	$729.60	$97.28
					30	$177,292	$729.60	$97.28
					31	$177,292	$729.60	$97.28
					32	$177,292	$729.60	$97.28
					33	$177,292	$729.60	$97.28
					34	$177,292	$729.60	$97.28
					35	$177,292	$729.60	$97.28

Steps do not equate to years of service.

Spotsylvania County Public Schools Salary Scales effective as of 7/1/2026

Grade	Grade Description	b bargain desc	Hours Worked	Days Worked	Step	Annual Amount	Daily Amount	Hourly Amount
EXD	EXEC DIRECTOR	CONTRACTED 12 MONTH EXEMPT EMP	7.50	243.00	0	$135,364	$557.05	$74.27
					1	$138,072	$568.20	$75.76
					2	$140,889	$579.79	$77.31
					3	$143,557	$590.77	$78.77
					4	$146,276	$601.96	$80.26
					5	$149,049	$613.37	$81.78
					6	$151,879	$625.02	$83.34
					7	$154,762	$636.88	$84.92
					8	$157,704	$648.99	$86.53
					9	$160,705	$661.34	$88.18
					10	$161,778	$665.75	$88.77
					11	$162,855	$670.19	$89.36
					12	$163,944	$674.67	$89.96
					13	$165,035	$679.16	$90.55
					14	$166,138	$683.70	$91.16
					15	$167,250	$688.27	$91.77
					16	$168,365	$692.86	$92.38
					17	$169,916	$699.24	$93.23
					18	$170,625	$702.16	$93.62
					19	$171,768	$706.86	$94.25
					20	$172,916	$711.59	$94.88
					21	$174,071	$716.34	$95.51
					22	$175,237	$721.14	$96.15
					23	$176,421	$726.01	$96.80
					24	$177,593	$730.84	$97.44
					25	$178,782	$735.73	$98.10
					26	$180,120	$741.23	$98.83
					27	$181,184	$745.61	$99.42
					28	$182,775	$752.16	$100.29
					29	$186,046	$765.62	$102.08
					30	$187,290	$770.74	$102.77
					31	$188,526	$775.83	$103.44
					32	$189,770	$780.95	$104.13
					33	$189,770	$780.95	$104.13
					34	$189,770	$780.95	$104.13
					35	$189,770	$780.95	$104.13

Steps do not equate to years of service.

Spotsylvania County Public Schools Salary Scales effective as of 7/1/2026

Grade	Grade Description	b bargain desc	Hours Worked	Days Worked	Step	Annual Amount	Daily Amount	Hourly Amount
EXD1	EX DIR MSTR+15	CONTRACTED 12 MONTH EXEMPT EMP	7.50	243.00	0	$139,425	$573.77	$76.50
					1	$142,215	$585.25	$78.03
					2	$145,117	$597.19	$79.63
					3	$147,862	$608.49	$81.13
					4	$150,663	$620.01	$82.67
					5	$153,520	$631.77	$84.24
					6	$156,437	$643.77	$85.84
					7	$159,405	$655.99	$87.47
					8	$162,435	$668.46	$89.13
					9	$165,527	$681.18	$90.82
					10	$166,633	$685.73	$91.43
					11	$167,743	$690.30	$92.04
					12	$168,865	$694.92	$92.66
					13	$169,989	$699.54	$93.27
					14	$171,121	$704.20	$93.89
					15	$172,267	$708.92	$94.52
					16	$173,419	$713.66	$95.15
					17	$175,017	$720.23	$96.03
					18	$175,744	$723.23	$96.43
					19	$176,922	$728.07	$97.08
					20	$178,102	$732.93	$97.72
					21	$179,294	$737.84	$98.38
					22	$180,494	$742.77	$99.04
					23	$181,713	$747.79	$99.71
					24	$182,922	$752.77	$100.37
					25	$184,147	$757.81	$101.04
					26	$185,526	$763.48	$101.80
					27	$186,622	$767.99	$102.40
					28	$188,259	$774.73	$103.30
					29	$191,629	$788.60	$105.15
					30	$192,907	$793.86	$105.85
					31	$194,183	$799.11	$106.55
					32	$195,464	$804.38	$107.25
					33	$195,464	$804.38	$107.25
					34	$195,464	$804.38	$107.25
					35	$195,464	$804.38	$107.25

Steps do not equate to years of service.

Spotsylvania County Public Schools Salary Scales effective as of 7/1/2026

Grade	Grade Description	b bargain desc	Hours Worked	Days Worked	Step	Annual Amount	Daily Amount	Hourly Amount
EXD2	EX DIR EDU SPEC	CONTRACTED 12 MONTH EXEMPT EMP	7.50	243.00	0	$141,460	$582.14	$77.62
					1	$144,289	$593.78	$79.17
					2	$147,233	$605.90	$80.79
					3	$150,019	$617.36	$82.31
					4	$152,856	$629.04	$83.87
					5	$155,756	$640.97	$85.46
					6	$158,713	$653.14	$87.09
					7	$161,725	$665.54	$88.74
					8	$164,803	$678.20	$90.43
					9	$167,940	$691.11	$92.15
					10	$169,060	$695.72	$92.76
					11	$170,184	$700.35	$93.38
					12	$171,324	$705.04	$94.00
					13	$172,462	$709.72	$94.63
					14	$173,615	$714.47	$95.26
					15	$174,777	$719.25	$95.90
					16	$175,944	$724.05	$96.54
					17	$177,565	$730.72	$97.43
					18	$178,304	$733.76	$97.83
					19	$179,497	$738.67	$98.49
					20	$180,694	$743.60	$99.15
					21	$181,907	$748.59	$99.81
					22	$183,122	$753.59	$100.48
					23	$184,363	$758.70	$101.16
					24	$185,584	$763.72	$101.83
					25	$186,825	$768.83	$102.51
					26	$188,225	$774.59	$103.28
					27	$189,341	$779.18	$103.89
					28	$190,999	$786.00	$104.80
					29	$194,421	$800.09	$106.68
					30	$195,718	$805.42	$107.39
					31	$197,009	$810.74	$108.10
					32	$198,312	$816.10	$108.81
					33	$198,312	$816.10	$108.81
					34	$198,312	$816.10	$108.81
					35	$198,312	$816.10	$108.81

Steps do not equate to years of service.

Spotsylvania County Public Schools Salary Scales effective as of 7/1/2026

Grade	Grade Description	b bargain desc	Hours Worked	Days Worked	Step	Annual Amount	Daily Amount	Hourly Amount
EXD3	EXEC DIR DOC	CONTRACTED 12 MONTH EXEMPT EMP	7.50	243.00	0	$143,489	$590.49	$78.73
					1	$146,359	$602.30	$80.31
					2	$149,346	$614.59	$81.95
					3	$152,170	$626.21	$83.50
					4	$155,053	$638.08	$85.08
					5	$157,988	$650.16	$86.69
					6	$160,993	$662.52	$88.34
					7	$164,048	$675.09	$90.01
					8	$167,164	$687.92	$91.72
					9	$170,349	$701.02	$93.47
					10	$171,486	$705.70	$94.09
					11	$172,626	$710.40	$94.72
					12	$173,783	$715.16	$95.35
					13	$174,939	$719.91	$95.99
					14	$176,109	$724.73	$96.63
					15	$177,285	$729.57	$97.28
					16	$178,469	$734.44	$97.93
					17	$180,113	$741.21	$98.83
					18	$180,865	$744.30	$99.24
					19	$182,075	$749.28	$99.90
					20	$183,289	$754.28	$100.57
					21	$184,515	$759.32	$101.24
					22	$185,751	$764.41	$101.92
					23	$187,006	$769.57	$102.61
					24	$188,252	$774.70	$103.29
					25	$189,509	$779.87	$103.98
					26	$190,930	$785.72	$104.76
					27	$192,055	$790.35	$105.38
					28	$193,739	$797.28	$106.30
					29	$197,209	$811.56	$108.21
					30	$198,527	$816.98	$108.93
					31	$199,839	$822.38	$109.65
					32	$201,158	$827.81	$110.37
					33	$201,158	$827.81	$110.37
					34	$201,158	$827.81	$110.37
					35	$201,158	$827.81	$110.37

Steps do not equate to years of service.

Spotsylvania County Public Schools Salary Scales effective as of 7/1/2026

Grade	Grade Description	b bargain desc	Hours Worked	Days Worked	Step	Annual Amount	Daily Amount	Hourly Amount
FINA	FINANCL ANLYST	CONTRACTED 12 MONTH EXEMPT EMP	7.50	243.00	0	$77,242	$317.87	$42.38
					1	$78,787	$324.23	$43.23
					2	$80,395	$330.84	$44.11
					3	$82,367	$338.96	$45.19
					4	$82,800	$340.74	$45.43
					5	$83,251	$342.60	$45.68
					6	$83,886	$345.21	$46.03
					7	$84,535	$347.88	$46.38
					8	$85,889	$353.45	$47.13
					9	$87,295	$359.24	$47.90
					10	$88,750	$365.23	$48.70
					11	$90,470	$372.30	$49.64
					12	$92,036	$378.75	$50.50
					13	$93,001	$382.72	$51.03
					14	$95,328	$392.30	$52.31
					15	$97,711	$402.10	$53.61
					16	$100,153	$412.15	$54.95
					17	$102,657	$422.46	$56.33
					18	$105,220	$433.00	$57.73
					19	$107,853	$443.84	$59.18
					20	$110,549	$454.93	$60.66
					21	$113,315	$466.32	$62.18
					22	$116,141	$477.95	$63.73
					23	$119,050	$489.92	$65.32
					24	$122,025	$502.16	$66.95
					25	$125,074	$514.71	$68.63
					26	$128,201	$527.58	$70.34
					27	$131,407	$540.77	$72.10
					28	$134,690	$554.28	$73.90
					29	$138,058	$568.14	$75.75
					30	$141,507	$582.33	$77.64
					31	$145,047	$596.90	$79.59
					32	$148,672	$611.82	$81.58
					33	$152,389	$627.12	$83.62
					34	$156,198	$642.79	$85.71
					35	$160,103	$658.86	$87.85

Steps do not equate to years of service.

Spotsylvania County Public Schools Salary Scales effective as of 7/1/2026

Grade	Grade Description	b bargain desc	Hours Worked	Days Worked	Step	Annual Amount	Daily Amount	Hourly Amount
HAP	HS ASST PRINC	CONTRACTED 12 MONTH EXEMPT EMP	7.50	243.00	0	$119,290	$490.91	$65.45
					1	$120,427	$495.58	$66.08
					2	$121,562	$500.26	$66.70
					3	$122,700	$504.94	$67.33
					4	$123,838	$509.62	$67.95
					5	$124,973	$514.29	$68.57
					6	$126,109	$518.97	$69.20
					7	$127,246	$523.65	$69.82
					8	$128,381	$528.32	$70.44
					9	$129,521	$533.01	$71.07
					10	$130,656	$537.68	$71.69
					11	$131,788	$542.34	$72.31
					12	$132,924	$547.01	$72.94
					13	$134,062	$551.70	$73.56
					14	$135,199	$556.37	$74.18
					15	$136,335	$561.05	$74.81
					16	$136,335	$561.05	$74.81
					17	$136,335	$561.05	$74.81
					18	$136,335	$561.05	$74.81
					19	$136,335	$561.05	$74.81
					20	$136,335	$561.05	$74.81
					21	$136,335	$561.05	$74.81
					22	$136,335	$561.05	$74.81
					23	$136,335	$561.05	$74.81
					24	$136,335	$561.05	$74.81
					25	$136,335	$561.05	$74.81
					26	$136,335	$561.05	$74.81
					27	$138,192	$568.69	$75.83

Steps do not equate to years of service.

Spotsylvania County Public Schools Salary Scales effective as of 7/1/2026

Grade	Grade Description	b bargain desc	Hours Worked	Days Worked	Step	Annual Amount	Daily Amount	Hourly Amount
HAP1	HS AP MAST+15	CONTRACTED 12 MONTH EXEMPT EMP	7.50	243.00	0	$122,872	$505.65	$67.42
					1	$124,040	$510.45	$68.06
					2	$125,208	$515.26	$68.70
					3	$126,378	$520.07	$69.34
					4	$127,555	$524.92	$69.99
					5	$128,720	$529.71	$70.63
					6	$129,893	$534.54	$71.27
					7	$131,061	$539.35	$71.91
					8	$132,232	$544.16	$72.56
					9	$133,404	$548.99	$73.20
					10	$134,573	$553.80	$73.84
					11	$135,747	$558.63	$74.48
					12	$136,912	$563.42	$75.12
					13	$138,085	$568.25	$75.77
					14	$139,255	$573.07	$76.41
					15	$140,424	$577.88	$77.05
					16	$140,424	$577.88	$77.05
					17	$140,424	$577.88	$77.05
					18	$140,424	$577.88	$77.05
					19	$140,424	$577.88	$77.05
					20	$140,424	$577.88	$77.05
					21	$140,424	$577.88	$77.05
					22	$140,424	$577.88	$77.05
					23	$140,424	$577.88	$77.05
					24	$140,424	$577.88	$77.05
					25	$140,424	$577.88	$77.05
					26	$140,424	$577.88	$77.05
					27	$142,341	$585.77	$78.10

Steps do not equate to years of service.

Spotsylvania County Public Schools Salary Scales effective as of 7/1/2026

Grade	Grade Description	b bargain desc	Hours Worked	Days Worked	Step	Annual Amount	Daily Amount	Hourly Amount
HAP2	HS ASST PR EDU	CONTRACTED 12 MONTH EXEMPT EMP	7.50	243.00	0	$124,659	$513.00	$68.40
					1	$125,845	$517.88	$69.05
					2	$127,033	$522.77	$69.70
					3	$128,221	$527.66	$70.35
					4	$129,412	$532.56	$71.01
					5	$130,593	$537.42	$71.66
					6	$131,783	$542.32	$72.31
					7	$132,966	$547.19	$72.96
					8	$134,156	$552.08	$73.61
					9	$135,347	$556.98	$74.26
					10	$136,533	$561.86	$74.92
					11	$137,719	$566.74	$75.57
					12	$138,905	$571.63	$76.22
					13	$140,096	$576.53	$76.87
					14	$141,284	$581.42	$77.52
					15	$142,468	$586.29	$78.17
					16	$142,468	$586.29	$78.17
					17	$142,468	$586.29	$78.17
					18	$142,468	$586.29	$78.17
					19	$142,468	$586.29	$78.17
					20	$142,468	$586.29	$78.17
					21	$142,468	$586.29	$78.17
					22	$142,468	$586.29	$78.17
					23	$142,468	$586.29	$78.17
					24	$142,468	$586.29	$78.17
					25	$142,468	$586.29	$78.17
					26	$142,468	$586.29	$78.17
					27	$144,410	$594.28	$79.24

Steps do not equate to years of service.

Spotsylvania County Public Schools Salary Scales effective as of 7/1/2026

Grade	Grade Description	b bargain desc	Hours Worked	Days Worked	Step	Annual Amount	Daily Amount	Hourly Amount
HAP3	HS ASST PR DOC	CONTRACTED 12 MONTH EXEMPT EMP	7.50	243.00	0	$126,450	$520.37	$69.38
					1	$127,652	$525.32	$70.04
					2	$128,854	$530.26	$70.70
					3	$130,061	$535.23	$71.36
					4	$131,273	$540.22	$72.03
					5	$132,468	$545.14	$72.68
					6	$133,676	$550.11	$73.35
					7	$134,880	$555.06	$74.01
					8	$136,085	$560.02	$74.67
					9	$137,291	$564.98	$75.33
					10	$138,494	$569.93	$75.99
					11	$139,698	$574.89	$76.65
					12	$140,899	$579.83	$77.31
					13	$142,105	$584.79	$77.97
					14	$143,312	$589.76	$78.63
					15	$144,512	$594.70	$79.29
					16	$144,512	$594.70	$79.29
					17	$144,512	$594.70	$79.29
					18	$144,512	$594.70	$79.29
					19	$144,512	$594.70	$79.29
					20	$144,512	$594.70	$79.29
					21	$144,512	$594.70	$79.29
					22	$144,512	$594.70	$79.29
					23	$144,512	$594.70	$79.29
					24	$144,512	$594.70	$79.29
					25	$144,512	$594.70	$79.29
					26	$144,512	$594.70	$79.29
					27	$146,486	$602.82	$80.38

Steps do not equate to years of service.

Spotsylvania County Public Schools Salary Scales effective as of 7/1/2026

Grade	Grade Description	b bargain desc	Hours Worked	Days Worked	Step	Annual Amount	Daily Amount	Hourly Amount
HC12	HEAD CUSTODIANS	CONTRACTED 12 MONTH NON-EXEMPT	7.50	243.00	0	$39,868	$164.07	$21.88
					1	$39,868	$164.07	$21.88
					2	$40,680	$167.41	$22.32
					3	$41,759	$171.85	$22.91
					4	$42,857	$176.37	$23.52
					5	$44,011	$181.12	$24.15
					6	$45,185	$185.95	$24.79
					7	$46,383	$190.88	$25.45
					8	$47,610	$195.93	$26.12
					9	$48,859	$201.07	$26.81
					10	$50,184	$206.52	$27.54
					11	$51,484	$211.87	$28.25
					12	$52,864	$217.55	$29.01
					13	$54,274	$223.35	$29.78
					14	$55,771	$229.51	$30.60
					15	$57,239	$235.55	$31.41
					16	$58,804	$241.99	$32.27
					17	$60,341	$248.32	$33.11
					18	$61,983	$255.07	$34.01
					19	$63,659	$261.97	$34.93
					20	$65,379	$269.05	$35.87
					21	$67,199	$276.54	$36.87
					22	$69,632	$286.55	$38.21
					23	$69,632	$286.55	$38.21
					24	$69,632	$286.55	$38.21
					25	$69,632	$286.55	$38.21
					26	$69,632	$286.55	$38.21
					27	$70,336	$289.45	$38.59
					28	$70,336	$289.45	$38.59
					29	$72,568	$298.63	$39.82
					30	$72,568	$298.63	$39.82
					31	$72,568	$298.63	$39.82
					32	$74,016	$304.59	$40.61
					33	$74,016	$304.59	$40.61
					34	$74,016	$304.59	$40.61
					35	$74,016	$304.59	$40.61

Steps do not equate to years of service.

Spotsylvania County Public Schools Salary Scales effective as of 7/1/2026

Grade	Grade Description	b bargain desc	Hours Worked	Days Worked	Step	Annual Amount	Daily Amount	Hourly Amount
HPR	HS PRINCIPAL	CONTRACTED 12 MONTH EXEMPT EMP	7.50	243.00	0	$145,028	$596.82	$79.58
					1	$147,929	$608.76	$81.17
					2	$150,888	$620.94	$82.79
					3	$153,907	$633.36	$84.45
					4	$156,983	$646.02	$86.14
					5	$160,124	$658.95	$87.86
					6	$163,325	$672.12	$89.62
					7	$166,589	$685.55	$91.41
					8	$168,259	$692.42	$92.32
					9	$169,941	$699.35	$93.25
					10	$171,641	$706.34	$94.18
					11	$173,356	$713.40	$95.12
					12	$175,088	$720.53	$96.07
					13	$176,843	$727.75	$97.03
					14	$178,612	$735.03	$98.00
					15	$180,395	$742.37	$98.98
					16	$182,200	$749.79	$99.97
					17	$184,021	$757.29	$100.97
					18	$185,861	$764.86	$101.98
					19	$187,723	$772.52	$103.00
					20	$189,596	$780.23	$104.03
					21	$189,596	$780.23	$104.03
					22	$189,596	$780.23	$104.03
					23	$189,596	$780.23	$104.03
					24	$189,596	$780.23	$104.03
					25	$189,596	$780.23	$104.03
					26	$189,596	$780.23	$104.03
					27	$191,495	$788.05	$105.07
					28	$191,495	$788.05	$105.07
					29	$191,495	$788.05	$105.07
					30	$191,495	$788.05	$105.07
					31	$191,495	$788.05	$105.07
					32	$191,495	$788.05	$105.07
					33	$191,495	$788.05	$105.07
					34	$191,495	$788.05	$105.07
					35	$191,495	$788.05	$105.07

Steps do not equate to years of service.

Spotsylvania County Public Schools Salary Scales effective as of 7/1/2026

Grade	Grade Description	b bargain desc	Hours Worked	Days Worked	Step	Annual Amount	Daily Amount	Hourly Amount
HPR1	HS PR MAST+15	CONTRACTED 12 MONTH EXEMPT EMP	7.50	243.00	0	$149,381	$614.74	$81.96
					1	$152,367	$627.02	$83.60
					2	$155,417	$639.58	$85.28
					3	$158,521	$652.35	$86.98
					4	$161,694	$665.41	$88.72
					5	$164,929	$678.72	$90.50
					6	$168,225	$692.28	$92.30
					7	$171,588	$706.12	$94.15
					8	$173,304	$713.19	$95.09
					9	$175,040	$720.33	$96.04
					10	$176,790	$727.53	$97.00
					11	$178,559	$734.81	$97.97
					12	$180,341	$742.14	$98.95
					13	$182,145	$749.57	$99.94
					14	$183,966	$757.06	$100.94
					15	$185,804	$764.63	$101.95
					16	$187,665	$772.28	$102.97
					17	$189,538	$779.99	$104.00
					18	$191,434	$787.79	$105.04
					19	$193,351	$795.68	$106.09
					20	$195,283	$803.63	$107.15
					21	$195,283	$803.63	$107.15
					22	$195,283	$803.63	$107.15
					23	$195,283	$803.63	$107.15
					24	$195,283	$803.63	$107.15
					25	$195,283	$803.63	$107.15
					26	$195,283	$803.63	$107.15
					27	$197,240	$811.69	$108.23
					28	$197,240	$811.69	$108.23
					29	$197,240	$811.69	$108.23
					30	$197,240	$811.69	$108.23
					31	$197,240	$811.69	$108.23
					32	$197,240	$811.69	$108.23
					33	$197,240	$811.69	$108.23
					34	$197,240	$811.69	$108.23
					35	$197,240	$811.69	$108.23

Steps do not equate to years of service.

Spotsylvania County Public Schools Salary Scales effective as of 7/1/2026

Grade	Grade Description	b bargain desc	Hours Worked	Days Worked	Step	Annual Amount	Daily Amount	Hourly Amount
HPR2	HS PR ED SPEC	CONTRACTED 12 MONTH EXEMPT EMP	7.50	243.00	0	$151,557	$623.69	$83.16
					1	$154,581	$636.14	$84.82
					2	$157,681	$648.89	$86.52
					3	$160,834	$661.87	$88.25
					4	$164,048	$675.09	$90.01
					5	$167,330	$688.60	$91.81
					6	$170,676	$702.37	$93.65
					7	$174,090	$716.42	$95.52
					8	$175,832	$723.59	$96.48
					9	$177,587	$730.81	$97.44
					10	$179,362	$738.12	$98.42
					11	$181,156	$745.50	$99.40
					12	$182,967	$752.95	$100.39
					13	$184,798	$760.49	$101.40
					14	$186,644	$768.08	$102.41
					15	$188,509	$775.76	$103.43
					16	$190,398	$783.53	$104.47
					17	$192,298	$791.35	$105.51
					18	$194,224	$799.28	$106.57
					19	$196,166	$807.27	$107.64
					20	$198,127	$815.34	$108.71
					21	$198,127	$815.34	$108.71
					22	$198,127	$815.34	$108.71
					23	$198,127	$815.34	$108.71
					24	$198,127	$815.34	$108.71
					25	$198,125	$815.33	$108.71
					26	$198,127	$815.34	$108.71
					27	$200,113	$823.51	$109.80
					28	$200,113	$823.51	$109.80
					29	$200,113	$823.51	$109.80
					30	$200,113	$823.51	$109.80
					31	$200,113	$823.51	$109.80
					32	$200,113	$823.51	$109.80
					33	$200,113	$823.51	$109.80
					34	$200,113	$823.51	$109.80
					35	$200,113	$823.51	$109.80

Steps do not equate to years of service.

Spotsylvania County Public Schools Salary Scales effective as of 7/1/2026

Grade	Grade Description	b bargain desc	Hours Worked	Days Worked	Step	Annual Amount	Daily Amount	Hourly Amount
HPR3	HS PRIN DOC	CONTRACTED 12 MONTH EXEMPT EMP	7.50	243.00	0	$153,732	$632.64	$84.35
					1	$156,805	$645.29	$86.04
					2	$159,944	$658.21	$87.76
					3	$163,140	$671.36	$89.51
					4	$166,403	$684.79	$91.30
					5	$169,731	$698.48	$93.13
					6	$173,124	$712.44	$94.99
					7	$176,583	$726.68	$96.89
					8	$178,352	$733.96	$97.86
					9	$180,135	$741.30	$98.84
					10	$181,938	$748.72	$99.83
					11	$183,756	$756.20	$100.83
					12	$185,593	$763.76	$101.83
					13	$187,451	$771.40	$102.85
					14	$189,324	$779.11	$103.88
					15	$191,217	$786.90	$104.92
					16	$193,133	$794.79	$105.97
					17	$195,060	$802.72	$107.03
					18	$197,011	$810.74	$108.10
					19	$198,982	$818.86	$109.18
					20	$200,970	$827.04	$110.27
					21	$200,970	$827.04	$110.27
					22	$200,970	$827.04	$110.27
					23	$200,970	$827.04	$110.27
					24	$200,970	$827.04	$110.27
					25	$200,970	$827.04	$110.27
					26	$200,970	$827.04	$110.27
					27	$202,982	$835.32	$111.38
					28	$202,982	$835.32	$111.38
					29	$202,982	$835.32	$111.38
					30	$202,982	$835.32	$111.38
					31	$202,982	$835.32	$111.38
					32	$202,982	$835.32	$111.38
					33	$202,982	$835.32	$111.38
					34	$202,982	$835.32	$111.38
					35	$202,982	$835.32	$111.38

Steps do not equate to years of service.

Spotsylvania County Public Schools Salary Scales effective as of 7/1/2026

Grade	Grade Description	b bargain desc	Hours Worked	Days Worked	Step	Annual Amount	Daily Amount	Hourly Amount
MAP	MS ASST PRINC	CONTRACTED 12 MONTH EXEMPT EMP	7.50	243.00	0	$113,612	$467.54	$62.34
					1	$114,748	$472.21	$62.96
					2	$115,888	$476.91	$63.59
					3	$117,021	$481.57	$64.21
					4	$118,156	$486.24	$64.83
					5	$119,294	$490.92	$65.46
					6	$120,428	$495.59	$66.08
					7	$121,563	$500.26	$66.70
					8	$122,703	$504.95	$67.33
					9	$123,839	$509.63	$67.95
					10	$124,974	$514.30	$68.57
					11	$126,110	$518.97	$69.20
					12	$127,248	$523.65	$69.82
					13	$128,382	$528.32	$70.44
					14	$129,522	$533.01	$71.07
					15	$130,653	$537.67	$71.69
					16	$130,653	$537.67	$71.69
					17	$130,653	$537.67	$71.69
					18	$130,653	$537.67	$71.69
					19	$130,653	$537.67	$71.69
					20	$130,653	$537.67	$71.69
					21	$130,653	$537.67	$71.69
					22	$130,653	$537.67	$71.69
					23	$130,653	$537.67	$71.69
					24	$130,653	$537.67	$71.69
					25	$130,653	$537.67	$71.69
					26	$130,653	$537.67	$71.69
					27	$132,515	$545.33	$72.71

Steps do not equate to years of service.

Spotsylvania County Public Schools Salary Scales effective as of 7/1/2026

Grade	Grade Description	b bargain desc	Hours Worked	Days Worked	Step	Annual Amount	Daily Amount	Hourly Amount
MAP1	MS AP MAST+15	CONTRACTED 12 MONTH EXEMPT EMP	7.50	243.00	0	$117,021	$481.57	$64.21
					1	$118,189	$486.37	$64.85
					2	$119,361	$491.20	$65.49
					3	$120,532	$496.02	$66.14
					4	$121,700	$500.82	$66.78
					5	$122,873	$505.65	$67.42
					6	$124,041	$510.46	$68.06
					7	$125,210	$515.27	$68.70
					8	$126,381	$520.09	$69.34
					9	$127,556	$524.92	$69.99
					10	$128,722	$529.72	$70.63
					11	$129,896	$534.55	$71.27
					12	$131,062	$539.35	$71.91
					13	$132,234	$544.17	$72.56
					14	$133,409	$549.01	$73.20
					15	$134,571	$553.79	$73.84
					16	$134,571	$553.79	$73.84
					17	$134,571	$553.79	$73.84
					18	$134,571	$553.79	$73.84
					19	$134,571	$553.79	$73.84
					20	$134,571	$553.79	$73.84
					21	$134,571	$553.79	$73.84
					22	$134,571	$553.79	$73.84
					23	$134,571	$553.79	$73.84
					24	$134,571	$553.79	$73.84
					25	$134,571	$553.79	$73.84
					26	$134,571	$553.79	$73.84
					27	$136,490	$561.69	$74.89

Steps do not equate to years of service.

Spotsylvania County Public Schools Salary Scales effective as of 7/1/2026

Grade	Grade Description	b bargain desc	Hours Worked	Days Worked	Step	Annual Amount	Daily Amount	Hourly Amount
MAP3	MS ASST PR DOC	CONTRACTED 12 MONTH EXEMPT EMP	7.50	243.00	0	$120,428	$495.59	$66.08
					1	$121,632	$500.54	$66.74
					2	$122,835	$505.49	$67.40
					3	$124,041	$510.46	$68.06
					4	$125,246	$515.42	$68.72
					5	$126,452	$520.38	$69.38
					6	$127,654	$525.33	$70.04
					7	$128,855	$530.27	$70.70
					8	$130,063	$535.24	$71.37
					9	$131,274	$540.22	$72.03
					10	$132,470	$545.14	$72.69
					11	$133,677	$550.11	$73.35
					12	$134,881	$555.07	$74.01
					13	$136,086	$560.02	$74.67
					14	$137,292	$564.99	$75.33
					15	$138,490	$569.92	$75.99
					16	$138,490	$569.92	$75.99
					17	$138,490	$569.92	$75.99
					18	$138,490	$569.92	$75.99
					19	$138,490	$569.92	$75.99
					20	$138,490	$569.92	$75.99
					21	$138,490	$569.92	$75.99
					22	$138,490	$569.92	$75.99
					23	$138,490	$569.92	$75.99
					24	$138,490	$569.92	$75.99
					25	$138,490	$569.92	$75.99
					26	$138,490	$569.92	$75.99
					27	$140,465	$578.05	$77.07

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Spotsylvania County Public Schools Salary Scales effective as of 7/1/2026

Grade	Grade Description	b bargain desc	Hours Worked	Days Worked	Step	Annual Amount	Daily Amount	Hourly Amount
MGR	MANAGER	CONTRACTED 12 MONTH EXEMPT EMP	7.50	243.00	0	$77,242	$317.87	$42.38
					1	$78,787	$324.23	$43.23
					2	$80,395	$330.84	$44.11
					3	$82,367	$338.96	$45.19
					4	$82,800	$340.74	$45.43
					5	$83,251	$342.60	$45.68
					6	$83,886	$345.21	$46.03
					7	$84,535	$347.88	$46.38
					8	$85,889	$353.45	$47.13
					9	$87,295	$359.24	$47.90
					10	$88,750	$365.23	$48.70
					11	$90,470	$372.30	$49.64
					12	$92,036	$378.75	$50.50
					13	$93,001	$382.72	$51.03
					14	$95,328	$392.30	$52.31
					15	$97,711	$402.10	$53.61
					16	$100,153	$412.15	$54.95
					17	$102,657	$422.46	$56.33
					18	$105,220	$433.00	$57.73
					19	$107,853	$443.84	$59.18
					20	$110,549	$454.93	$60.66
					21	$113,315	$466.32	$62.18
					22	$116,141	$477.95	$63.73
					23	$119,050	$489.92	$65.32
					24	$122,025	$502.16	$66.95
					25	$125,074	$514.71	$68.63
					26	$128,201	$527.58	$70.34
					27	$131,407	$540.77	$72.10
					28	$134,690	$554.28	$73.90
					29	$138,058	$568.14	$75.75
					30	$141,507	$582.33	$77.64
					31	$145,047	$596.90	$79.59
					32	$148,672	$611.82	$81.58
					33	$152,389	$627.12	$83.62
					34	$156,198	$642.79	$85.71
					35	$160,103	$658.86	$87.85

Steps do not equate to years of service.

Spotsylvania County Public Schools Salary Scales effective as of 7/1/2026

Grade	Grade Description	b bargain desc	Hours Worked	Days Worked	Step	Annual Amount	Daily Amount	Hourly Amount
MPR	MS PRINCIPAL	CONTRACTED 12 MONTH EXEMPT EMP	7.50	243.00	0	$135,542	$557.79	$74.37
					1	$138,254	$568.95	$75.86
					2	$141,016	$580.31	$77.38
					3	$143,837	$591.92	$78.92
					4	$146,711	$603.75	$80.50
					5	$149,646	$615.83	$82.11
					6	$152,643	$628.16	$83.75
					7	$155,692	$640.71	$85.43
					8	$157,248	$647.11	$86.28
					9	$158,824	$653.60	$87.15
					10	$160,413	$660.14	$88.02
					11	$162,016	$666.73	$88.90
					12	$163,636	$673.40	$89.79
					13	$165,271	$680.13	$90.68
					14	$166,925	$686.93	$91.59
					15	$168,592	$693.79	$92.51
					16	$170,280	$700.74	$93.43
					17	$171,980	$707.74	$94.36
					18	$173,700	$714.81	$95.31
					19	$175,442	$721.98	$96.26
					20	$177,191	$729.18	$97.22
					21	$177,191	$729.18	$97.22
					22	$177,191	$729.18	$97.22
					23	$177,191	$729.18	$97.22
					24	$177,191	$729.18	$97.22
					25	$177,191	$729.18	$97.22
					26	$177,191	$729.18	$97.22
					27	$178,965	$736.48	$98.20
					28	$178,965	$736.48	$98.20
					29	$178,965	$736.48	$98.20
					30	$178,965	$736.48	$98.20
					31	$178,965	$736.48	$98.20
					32	$178,965	$736.48	$98.20
					33	$178,965	$736.48	$98.20
					34	$178,965	$736.48	$98.20
					35	$178,965	$736.48	$98.20

Steps do not equate to years of service.

Spotsylvania County Public Schools Salary Scales effective as of 7/1/2026

Grade	Grade Description	b bargain desc	Hours Worked	Days Worked	Step	Annual Amount	Daily Amount	Hourly Amount
MPR1	MS PRIN MAST+15	CONTRACTED 12 MONTH EXEMPT EMP	7.50	243.00	0	$139,607	$574.51	$76.60
					1	$142,397	$586.00	$78.13
					2	$145,246	$597.72	$79.70
					3	$148,154	$609.69	$81.29
					4	$151,115	$621.87	$82.92
					5	$154,135	$634.30	$84.57
					6	$157,222	$647.00	$86.27
					7	$160,364	$659.93	$87.99
					8	$161,967	$666.53	$88.87
					9	$163,588	$673.20	$89.76
					10	$165,222	$679.93	$90.66
					11	$166,873	$686.72	$91.56
					12	$168,548	$693.61	$92.48
					13	$170,228	$700.53	$93.40
					14	$171,930	$707.53	$94.34
					15	$173,648	$714.60	$95.28
					16	$175,386	$721.75	$96.23
					17	$177,139	$728.97	$97.20
					18	$178,910	$736.26	$98.17
					19	$180,703	$743.63	$99.15
					20	$182,508	$751.06	$100.14
					21	$182,508	$751.06	$100.14
					22	$182,508	$751.06	$100.14
					23	$182,508	$751.06	$100.14
					24	$182,508	$751.06	$100.14
					25	$182,508	$751.06	$100.14
					26	$182,508	$751.06	$100.14
					27	$184,333	$758.57	$101.14
					28	$184,333	$758.57	$101.14
					29	$184,333	$758.57	$101.14
					30	$184,333	$758.57	$101.14
					31	$184,333	$758.57	$101.14
					32	$184,333	$758.57	$101.14
					33	$184,333	$758.57	$101.14
					34	$184,333	$758.57	$101.14
					35	$184,333	$758.57	$101.14

Steps do not equate to years of service.

Spotsylvania County Public Schools Salary Scales effective as of 7/1/2026

Grade	Grade Description	b bargain desc	Hours Worked	Days Worked	Step	Annual Amount	Daily Amount	Hourly Amount
MPR2	MS PR EDU SPEC	CONTRACTED 12 MONTH EXEMPT EMP	7.50	243.00	0	$140,242	$577.13	$76.95
					1	$143,045	$588.66	$78.49
					2	$145,903	$600.42	$80.06
					3	$148,823	$612.44	$81.66
					4	$151,796	$624.67	$83.29
					5	$154,830	$637.16	$84.95
					6	$157,930	$649.92	$86.66
					7	$161,089	$662.92	$88.39
					8	$162,701	$669.55	$89.27
					9	$164,327	$676.24	$90.17
					10	$165,965	$682.98	$91.06
					11	$167,626	$689.82	$91.98
					12	$169,304	$696.72	$92.90
					13	$170,995	$703.68	$93.82
					14	$172,707	$710.73	$94.76
					15	$174,436	$717.84	$95.71
					16	$176,178	$725.01	$96.67
					17	$177,939	$732.26	$97.63
					18	$179,720	$739.59	$98.61
					19	$181,519	$746.99	$99.60
					20	$183,329	$754.44	$100.59
					21	$183,329	$754.44	$100.59
					22	$183,329	$754.44	$100.59
					23	$183,329	$754.44	$100.59
					24	$183,329	$754.44	$100.59
					25	$183,329	$754.44	$100.59
					26	$183,329	$754.44	$100.59
					27	$185,165	$762.00	$101.60
					28	$185,165	$762.00	$101.60
					29	$185,165	$762.00	$101.60
					30	$185,165	$762.00	$101.60
					31	$185,165	$762.00	$101.60
					32	$185,165	$762.00	$101.60
					33	$185,165	$762.00	$101.60
					34	$185,165	$762.00	$101.60
					35	$185,165	$762.00	$101.60

Steps do not equate to years of service.

Spotsylvania County Public Schools Salary Scales effective as of 7/1/2026

Grade	Grade Description	b bargain desc	Hours Worked	Days Worked	Step	Annual Amount	Daily Amount	Hourly Amount
MPR3	MS PRIN DOC	CONTRACTED 12 MONTH EXEMPT EMP	7.50	243.00	0	$143,675	$591.26	$78.83
					1	$146,547	$603.07	$80.41
					2	$149,478	$615.14	$82.02
					3	$152,468	$627.44	$83.66
					4	$155,519	$640.00	$85.33
					5	$158,628	$652.79	$87.04
					6	$161,800	$665.84	$88.78
					7	$165,032	$679.14	$90.55
					8	$166,686	$685.95	$91.46
					9	$168,353	$692.81	$92.37
					10	$170,037	$699.74	$93.30
					11	$171,736	$706.73	$94.23
					12	$173,453	$713.80	$95.17
					13	$175,189	$720.94	$96.13
					14	$176,941	$728.15	$97.09
					15	$178,709	$735.43	$98.06
					16	$180,496	$742.78	$99.04
					17	$182,300	$750.21	$100.03
					18	$184,122	$757.70	$101.03
					19	$185,965	$765.29	$102.04
					20	$187,823	$772.93	$103.06
					21	$187,823	$772.93	$103.06
					22	$187,823	$772.93	$103.06
					23	$187,823	$772.93	$103.06
					24	$187,823	$772.93	$103.06
					25	$187,823	$772.93	$103.06
					26	$187,823	$772.93	$103.06
					27	$189,701	$780.66	$104.09
					28	$189,701	$780.66	$104.09
					29	$189,701	$780.66	$104.09
					30	$189,701	$780.66	$104.09
					31	$189,701	$780.66	$104.09
					32	$189,701	$780.66	$104.09
					33	$189,701	$780.66	$104.09
					34	$189,701	$780.66	$104.09
					35	$189,701	$780.66	$104.09

Steps do not equate to years of service.

Spotsylvania County Public Schools Salary Scales effective as of 7/1/2026

Grade	Grade Description	b bargain desc	Hours Worked	Days Worked	Step	Annual Amount	Daily Amount	Hourly Amount
MT1	MAINT TECH 1	CONTRACTED 12 MONTH NON-EXEMPT	7.50	243.00	0	$36,525	$150.31	$20.04
					1	$37,256	$153.32	$20.44
					2	$38,016	$156.44	$20.86
					3	$38,668	$159.13	$21.22
					4	$39,798	$163.78	$21.84
					5	$40,791	$167.86	$22.38
					6	$41,786	$171.96	$22.93
					7	$42,775	$176.03	$23.47
					8	$43,776	$180.15	$24.02
					9	$44,767	$184.23	$24.56
					10	$45,761	$188.32	$25.11
					11	$46,763	$192.44	$25.66
					12	$47,754	$196.52	$26.20
					13	$48,748	$200.61	$26.75
					14	$49,738	$204.68	$27.29
					15	$50,736	$208.79	$27.84
					16	$51,728	$212.87	$28.38
					17	$52,728	$216.99	$28.93
					18	$53,714	$221.05	$29.47
					19	$54,714	$225.16	$30.02
					20	$55,704	$229.23	$30.56
					21	$56,698	$233.33	$31.11
					22	$58,263	$239.77	$31.97
					23	$58,263	$239.77	$31.97
					24	$58,263	$239.77	$31.97
					25	$58,263	$239.77	$31.97
					26	$58,263	$239.77	$31.97
					27	$58,845	$242.16	$32.29
					28	$58,845	$242.16	$32.29
					29	$60,805	$250.23	$33.36
					30	$60,805	$250.23	$33.36

Steps do not equate to years of service.

Spotsylvania County Public Schools Salary Scales effective as of 7/1/2026

Grade	Grade Description	b bargain desc	Hours Worked	Days Worked	Step	Annual Amount	Daily Amount	Hourly Amount
MT2	MAINT TECH 2	CONTRACTED 12 MONTH NON-EXEMPT	7.50	243.00	0	$42,285	$174.01	$23.20
					1	$43,130	$177.49	$23.67
					2	$44,011	$181.12	$24.15
					3	$44,761	$184.20	$24.56
					4	$46,066	$189.57	$25.28
					5	$47,219	$194.32	$25.91
					6	$48,369	$199.05	$26.54
					7	$49,519	$203.78	$27.17
					8	$50,674	$208.54	$27.80
					9	$51,823	$213.26	$28.44
					10	$52,974	$218.00	$29.07
					11	$54,128	$222.75	$29.70
					12	$55,275	$227.47	$30.33
					13	$56,430	$232.22	$30.96
					14	$57,576	$236.94	$31.59
					15	$58,730	$241.69	$32.23
					16	$59,736	$245.83	$32.78
					17	$61,027	$251.14	$33.49
					18	$62,184	$255.90	$34.12
					19	$63,335	$260.64	$34.75
					20	$64,486	$265.37	$35.38
					21	$65,635	$270.10	$36.01
					22	$67,440	$277.53	$37.00
					23	$67,440	$277.53	$37.00
					24	$67,440	$277.53	$37.00
					25	$67,440	$277.53	$37.00
					26	$67,440	$277.53	$37.00
					27	$68,112	$280.30	$37.37
					28	$68,112	$280.30	$37.37
					29	$70,070	$288.35	$38.45
					30	$70,070	$288.35	$38.45
					31	$70,070	$288.35	$38.45
					32	$71,473	$294.13	$39.22
					33	$71,473	$294.13	$39.22
					34	$71,473	$294.13	$39.22
					35	$71,473	$294.13	$39.22

Steps do not equate to years of service.

Spotsylvania County Public Schools Salary Scales effective as of 7/1/2026

Grade	Grade Description	b bargain desc	Hours Worked	Days Worked	Step	Annual Amount	Daily Amount	Hourly Amount
MT3	MAINT TECH 3	CONTRACTED 12 MONTH NON-EXEMPT	7.50	243.00	0	$51,884	$213.51	$28.47
					1	$52,922	$217.79	$29.04
					2	$54,002	$222.23	$29.63
					3	$54,929	$226.05	$30.14
					4	$56,535	$232.65	$31.02
					5	$57,948	$238.47	$31.80
					6	$59,357	$244.27	$32.57
					7	$60,768	$250.07	$33.34
					8	$62,180	$255.88	$34.12
					9	$63,592	$261.70	$34.89
					10	$65,015	$267.55	$35.67
					11	$66,423	$273.35	$36.45
					12	$67,837	$279.16	$37.22
					13	$69,251	$284.98	$38.00
					14	$70,662	$290.79	$38.77
					15	$72,070	$296.58	$39.54
					16	$74,421	$306.26	$40.83
					17	$74,904	$308.25	$41.10
					18	$76,311	$314.04	$41.87
					19	$77,726	$319.86	$42.65
					20	$79,141	$325.68	$43.42
					21	$80,554	$331.50	$44.20
					22	$82,769	$340.61	$45.42
					23	$82,769	$340.61	$45.42
					24	$82,769	$340.61	$45.42
					25	$82,769	$340.61	$45.42
					26	$82,769	$340.61	$45.42
					27	$83,594	$344.01	$45.87
					28	$83,594	$344.01	$45.87
					29	$85,570	$352.14	$46.95
					30	$85,570	$352.14	$46.95
					31	$85,570	$352.14	$46.95
					32	$87,282	$359.19	$47.89
					33	$87,282	$359.19	$47.89
					34	$87,282	$359.19	$47.89
					35	$87,282	$359.19	$47.89

Steps do not equate to years of service.

Spotsylvania County Public Schools Salary Scales effective as of 7/1/2026

Grade	Grade Description	b bargain desc	Hours Worked	Days Worked	Step	Annual Amount	Daily Amount	Hourly Amount
MT4	MASTER MAINTENA	CONTRACTED 12 MONTH NON-EXEMPT	7.50	243.00	0	$54,479	$224.19	$29.89
					1	$55,569	$228.68	$30.49
					2	$56,703	$233.35	$31.11
					3	$57,676	$237.35	$31.65
					4	$59,362	$244.29	$32.57
					5	$60,845	$250.39	$33.39
					6	$62,325	$256.48	$34.20
					7	$63,806	$262.58	$35.01
					8	$65,288	$268.67	$35.82
					9	$66,771	$274.78	$36.64
					10	$68,265	$280.93	$37.46
					11	$69,744	$287.01	$38.27
					12	$71,230	$293.13	$39.08
					13	$72,714	$299.23	$39.90
					14	$74,196	$305.33	$40.71
					15	$75,673	$311.41	$41.52
					16	$78,141	$321.57	$42.88
					17	$78,649	$323.66	$43.15
					18	$80,127	$329.74	$43.97
					19	$81,613	$335.86	$44.78
					20	$83,099	$341.97	$45.60
					21	$84,582	$348.07	$46.41
					22	$86,908	$357.65	$47.69
					23	$86,908	$357.65	$47.69
					24	$86,908	$357.65	$47.69
					25	$86,908	$357.65	$47.69
					26	$86,908	$357.65	$47.69
					27	$87,774	$361.21	$48.16
					28	$87,774	$361.21	$48.16
					29	$89,849	$369.75	$49.30
					30	$89,849	$369.75	$49.30
					31	$89,849	$369.75	$49.30
					32	$91,647	$377.15	$50.29
					33	$91,647	$377.15	$50.29
					34	$91,647	$377.15	$50.29
					35	$91,647	$377.15	$50.29
					36	$91,647	$377.15	$50.29
					37	$93,478	$384.68	$51.29
					38	$93,478	$384.68	$51.29
					39	$93,478	$384.68	$51.29
					40	$93,478	$384.68	$51.29

Steps do not equate to years of service.

Spotsylvania County Public Schools Salary Scales effective as of 7/1/2026

Grade	Grade Description	b bargain desc	Hours Worked	Days Worked	Step	Annual Amount	Daily Amount	Hourly Amount
MT5	NON LIC DEPT HD	CONTRACTED 12 MONTH NON-EXEMPT	7.50	243.00	0	$55,635	$228.95	$30.53
					1	$56,748	$233.53	$31.14
					2	$57,906	$238.30	$31.77
					3	$58,857	$242.21	$32.29
					4	$60,489	$248.93	$33.19
					5	$61,927	$254.84	$33.98
					6	$63,366	$260.77	$34.77
					7	$64,807	$266.70	$35.56
					8	$66,244	$272.61	$36.35
					9	$67,685	$278.54	$37.14
					10	$69,126	$284.47	$37.93
					11	$70,564	$290.39	$38.72
					12	$72,009	$296.33	$39.51
					13	$73,448	$302.26	$40.30
					14	$74,887	$308.18	$41.09
					15	$76,326	$314.10	$41.88
					16	$78,714	$323.93	$43.19
					17	$79,206	$325.95	$43.46
					18	$80,645	$331.87	$44.25
					19	$82,086	$337.80	$45.04
					20	$83,530	$343.74	$45.83
					21	$84,969	$349.67	$46.62
					22	$87,224	$358.95	$47.86
					23	$87,224	$358.95	$47.86
					24	$87,224	$358.95	$47.86
					25	$87,224	$358.95	$47.86
					26	$87,224	$358.95	$47.86
					27	$88,067	$362.42	$48.32
					28	$88,067	$362.42	$48.32
					29	$90,085	$370.72	$49.43
					30	$90,085	$370.72	$49.43
					31	$90,085	$370.72	$49.43
					32	$91,827	$377.89	$50.39
					33	$91,827	$377.89	$50.39
					34	$91,827	$377.89	$50.39
					35	$91,827	$377.89	$50.39

Steps do not equate to years of service.

Spotsylvania County Public Schools Salary Scales effective as of 7/1/2026

Grade	Grade Description	b bargain desc	Hours Worked	Days Worked	Step	Annual Amount	Daily Amount	Hourly Amount
MT5	NON LIC DEPT HD	CONTRACTED 12 MONTH EXEMPT EMP	7.50	243.00	0	$55,635	$228.95	$30.53
					1	$56,748	$233.53	$31.14
					2	$57,906	$238.30	$31.77
					3	$58,857	$242.21	$32.29
					4	$60,489	$248.93	$33.19
					5	$61,927	$254.84	$33.98
					6	$63,366	$260.77	$34.77
					7	$64,807	$266.70	$35.56
					8	$66,244	$272.61	$36.35
					9	$67,685	$278.54	$37.14
					10	$69,126	$284.47	$37.93
					11	$70,564	$290.39	$38.72
					12	$72,009	$296.33	$39.51
					13	$73,448	$302.26	$40.30
					14	$74,887	$308.18	$41.09
					15	$76,326	$314.10	$41.88
					16	$78,714	$323.93	$43.19
					17	$79,206	$325.95	$43.46
					18	$80,645	$331.87	$44.25
					19	$82,086	$337.80	$45.04
					20	$83,530	$343.74	$45.83
					21	$84,969	$349.67	$46.62
					22	$87,224	$358.95	$47.86
					23	$87,224	$358.95	$47.86
					24	$87,224	$358.95	$47.86
					25	$87,224	$358.95	$47.86
					26	$87,224	$358.95	$47.86
					27	$88,067	$362.42	$48.32
					28	$88,067	$362.42	$48.32
					29	$90,085	$370.72	$49.43
					30	$90,085	$370.72	$49.43
					31	$90,085	$370.72	$49.43
					32	$91,827	$377.89	$50.39
					33	$91,827	$377.89	$50.39
					34	$91,827	$377.89	$50.39
					35	$91,827	$377.89	$50.39

Steps do not equate to years of service.

Spotsylvania County Public Schools Salary Scales effective as of 7/1/2026

Grade	Grade Description	b bargain desc	Hours Worked	Days Worked	Step	Annual Amount	Daily Amount	Hourly Amount
MT6	LIC DEPT HEAD	CONTRACTED 12 MONTH EXEMPT EMP	7.50	243.00	0	$62,266	$256.24	$34.17
					1	$63,510	$261.36	$34.85
					2	$64,807	$266.70	$35.56
					3	$66,244	$272.61	$36.35
					4	$67,685	$278.54	$37.14
					5	$69,126	$284.47	$37.93
					6	$70,564	$290.39	$38.72
					7	$72,009	$296.33	$39.51
					8	$73,448	$302.26	$40.30
					9	$74,887	$308.18	$41.09
					10	$76,326	$314.10	$41.88
					11	$78,714	$323.93	$43.19
					12	$79,206	$325.95	$43.46
					13	$80,645	$331.87	$44.25
					14	$82,086	$337.80	$45.04
					15	$83,530	$343.74	$45.83
					16	$84,969	$349.67	$46.62
					17	$87,224	$358.95	$47.86
					18	$87,224	$358.95	$47.86
					19	$87,224	$358.95	$47.86
					20	$87,224	$358.95	$47.86
					21	$87,224	$358.95	$47.86
					22	$88,067	$362.42	$48.32
					23	$88,067	$362.42	$48.32
					24	$90,085	$370.72	$49.43
					25	$90,085	$370.72	$49.43
					26	$90,085	$370.72	$49.43
					27	$91,827	$377.89	$50.39
					28	$91,827	$377.89	$50.39
					29	$91,827	$377.89	$50.39
					30	$91,827	$377.89	$50.39
					31	$91,827	$377.89	$50.39
					32	$93,607	$385.21	$51.36
					33	$95,012	$391.00	$52.13
					34	$96,434	$396.85	$52.91
					35	$97,880	$402.80	$53.71

Steps do not equate to years of service.

Spotsylvania County Public Schools Salary Scales effective as of 7/1/2026

Grade	Grade Description	b bargain desc	Hours Worked	Days Worked	Step	Annual Amount	Daily Amount	Hourly Amount
PUR	PURCHASING AGT	CONTRACTED 12 MONTH EXEMPT EMP	7.50	243.00	0	$68,187	$280.60	$37.41
					1	$69,551	$286.22	$38.16
					2	$70,970	$292.06	$38.94
					3	$72,744	$299.36	$39.91
					4	$74,564	$306.85	$40.91
					5	$76,428	$314.52	$41.94
					6	$78,338	$322.38	$42.98
					7	$80,295	$330.43	$44.06
					8	$82,304	$338.70	$45.16
					9	$84,361	$347.16	$46.29
					10	$86,470	$355.84	$47.45
					11	$88,631	$364.74	$48.63
					12	$90,846	$373.85	$49.85
					13	$93,119	$383.21	$51.09
					14	$95,448	$392.79	$52.37
					15	$97,832	$402.60	$53.68
					16	$100,278	$412.67	$55.02
					17	$102,785	$422.98	$56.40
					18	$105,353	$433.55	$57.81
					19	$107,990	$444.40	$59.25
					20	$110,686	$455.50	$60.73
					21	$113,451	$466.88	$62.25
					22	$116,290	$478.56	$63.81
					23	$119,195	$490.51	$65.40
					24	$122,173	$502.77	$67.04
					25	$125,227	$515.34	$68.71
					26	$128,360	$528.23	$70.43
					27	$131,570	$541.44	$72.19
					28	$134,861	$554.98	$74.00
					29	$138,230	$568.85	$75.85
					30	$141,683	$583.06	$77.74
					31	$145,227	$597.64	$79.69
					32	$148,859	$612.59	$81.68
					33	$148,859	$612.59	$81.68
					34	$148,859	$612.59	$81.68
					35	$148,859	$612.59	$81.68

Steps do not equate to years of service.

Spotsylvania County Public Schools Salary Scales effective as of 7/1/2026

Grade	Grade Description	b bargain desc	Hours Worked	Days Worked	Step	Annual Amount	Daily Amount	Hourly Amount
SC10	SECRETARY 10 MO	CONTRACTED 10 MONTH NON-EXEMPT	7.50	190.00	0	$30,295	$159.45	$21.26
					1	$30,901	$162.64	$21.68
					2	$31,532	$165.96	$22.13
					3	$32,077	$168.83	$22.51
					4	$33,011	$173.74	$23.17
					5	$33,836	$178.08	$23.74
					6	$34,660	$182.42	$24.32
					7	$35,484	$186.76	$24.90
					8	$36,313	$191.12	$25.48
					9	$37,137	$195.46	$26.06
					10	$37,957	$199.77	$26.64
					11	$38,785	$204.13	$27.22
					12	$39,609	$208.47	$27.80
					13	$40,439	$212.84	$28.38
					14	$41,255	$217.13	$28.95
					15	$42,085	$221.50	$29.53
					16	$42,907	$225.83	$30.11
					17	$43,735	$230.18	$30.69
					18	$44,557	$234.51	$31.27
					19	$45,385	$238.87	$31.85
					20	$46,211	$243.22	$32.43
					21	$47,035	$247.55	$33.01
					22	$48,303	$254.23	$33.90
					23	$48,303	$254.23	$33.90
					24	$48,303	$254.23	$33.90
					25	$48,303	$254.23	$33.90
					26	$48,303	$254.23	$33.90
					27	$48,787	$256.77	$34.24
					28	$48,787	$256.77	$34.24
					29	$50,482	$265.69	$35.43
					30	$50,482	$265.69	$35.43
					31	$50,482	$265.69	$35.43
					32	$51,493	$271.02	$36.14
					33	$51,493	$271.02	$36.14
					34	$51,493	$271.02	$36.14
					35	$51,493	$271.02	$36.14

Steps do not equate to years of service.

Spotsylvania County Public Schools Salary Scales effective as of 7/1/2026

Grade	Grade Description	b bargain desc	Hours Worked	Days Worked	Step	Annual Amount	Daily Amount	Hourly Amount
SC11	SECRETARY 11 MO	CONTRACTED 11 MONTH NON-EXEMPT	7.50	210.00	0	$33,486	$159.46	$21.26
					1	$34,156	$162.65	$21.69
					2	$34,853	$165.97	$22.13
					3	$35,453	$168.82	$22.51
					4	$36,485	$173.74	$23.17
					5	$37,397	$178.08	$23.74
					6	$38,309	$182.42	$24.32
					7	$39,219	$186.76	$24.90
					8	$40,137	$191.13	$25.48
					9	$41,049	$195.47	$26.06
					10	$41,953	$199.78	$26.64
					11	$42,866	$204.12	$27.22
					12	$43,778	$208.47	$27.80
					13	$44,696	$212.84	$28.38
					14	$45,599	$217.14	$28.95
					15	$46,514	$221.50	$29.53
					16	$47,426	$225.84	$30.11
					17	$48,336	$230.17	$30.69
					18	$49,247	$234.51	$31.27
					19	$50,162	$238.87	$31.85
					20	$51,075	$243.21	$32.43
					21	$51,986	$247.55	$33.01
					22	$53,387	$254.22	$33.90
					23	$53,387	$254.22	$33.90
					24	$53,387	$254.22	$33.90
					25	$53,387	$254.22	$33.90
					26	$53,387	$254.22	$33.90
					27	$53,923	$256.78	$34.24
					28	$53,923	$256.78	$34.24
					29	$55,797	$265.70	$35.43
					30	$55,797	$265.70	$35.43
					31	$55,797	$265.70	$35.43
					32	$56,913	$271.01	$36.14
					33	$56,913	$271.01	$36.14
					34	$56,913	$271.01	$36.14
					35	$56,913	$271.01	$36.14

Steps do not equate to years of service.

Spotsylvania County Public Schools Salary Scales effective as of 7/1/2026

Grade	Grade Description	b bargain desc	Hours Worked	Days Worked	Step	Annual Amount	Daily Amount	Hourly Amount
SC12	SEC 12 MO GR 11	CONTRACTED 12 MONTH NON-EXEMPT	7.50	243.00	0	$38,745	$159.44	$21.26
					1	$39,520	$162.63	$21.68
					2	$40,327	$165.95	$22.13
					3	$41,026	$168.83	$22.51
					4	$42,220	$173.74	$23.17
					5	$43,274	$178.08	$23.74
					6	$44,330	$182.43	$24.32
					7	$45,382	$186.76	$24.90
					8	$46,444	$191.13	$25.48
					9	$47,494	$195.45	$26.06
					10	$48,545	$199.77	$26.64
					11	$49,602	$204.12	$27.22
					12	$50,658	$208.47	$27.80
					13	$51,717	$212.83	$28.38
					14	$52,763	$217.13	$28.95
					15	$53,823	$221.49	$29.53
					16	$54,878	$225.84	$30.11
					17	$55,934	$230.18	$30.69
					18	$56,986	$234.51	$31.27
					19	$58,045	$238.87	$31.85
					20	$59,102	$243.22	$32.43
					21	$60,155	$247.55	$33.01
					22	$61,777	$254.23	$33.90
					23	$61,777	$254.23	$33.90
					24	$61,777	$254.23	$33.90
					25	$61,777	$254.23	$33.90
					26	$61,777	$254.23	$33.90
					27	$62,397	$256.78	$34.24
					28	$62,397	$256.78	$34.24
					29	$64,565	$265.70	$35.43
					30	$64,565	$265.70	$35.43
					31	$64,565	$265.70	$35.43
					32	$65,855	$271.01	$36.13
					33	$65,855	$271.01	$36.13
					34	$65,855	$271.01	$36.13
					35	$65,855	$271.01	$36.13

Steps do not equate to years of service.

Spotsylvania County Public Schools Salary Scales effective as of 7/1/2026

Grade	Grade Description	b bargain desc	Hours Worked	Days Worked	Step	Annual Amount	Daily Amount	Hourly Amount
SSO	SCHOOL SEC OFF	CONTRACTED 10 MONTH NON-EXEMPT	7.50	185.00	0	$26,166	$141.44	$18.86
					1	$26,690	$144.27	$19.24
					2	$27,234	$147.21	$19.63
					3	$27,702	$149.74	$19.97
					4	$28,514	$154.13	$20.55
					5	$29,220	$157.95	$21.06
					6	$29,937	$161.82	$21.58
					7	$30,647	$165.66	$22.09
					8	$31,356	$169.49	$22.60
					9	$32,077	$173.39	$23.12
					10	$32,789	$177.24	$23.63
					11	$33,491	$181.03	$24.14
					12	$34,208	$184.91	$24.65
					13	$34,920	$188.76	$25.17
					14	$35,635	$192.62	$25.68
					15	$36,342	$196.44	$26.19
					16	$37,065	$200.35	$26.71
					17	$37,765	$204.14	$27.22
					18	$38,483	$208.02	$27.74
					19	$39,191	$211.84	$28.25
					20	$39,902	$215.69	$28.76
					21	$40,618	$219.56	$29.27
					22	$41,739	$225.62	$30.08
					23	$41,739	$225.62	$30.08
					24	$41,739	$225.62	$30.08
					25	$41,739	$225.62	$30.08
					26	$41,739	$225.62	$30.08
					27	$42,153	$227.85	$30.38
					28	$42,153	$227.85	$30.38
					29	$44,098	$238.37	$31.78
					30	$44,098	$238.37	$31.78
					31	$44,098	$238.37	$31.78
					32	$44,984	$243.16	$32.42
					33	$44,984	$243.16	$32.42
					34	$44,984	$243.16	$32.42
					35	$44,984	$243.16	$32.42

Steps do not equate to years of service.

Spotsylvania County Public Schools Salary Scales effective as of 7/1/2026

Grade	Grade Description	b bargain desc	Hours Worked	Days Worked	Step	Annual Amount	Daily Amount	Hourly Amount
ST30	TRANS SUP	CONTRACTED 12 MONTH EXEMPT EMP	7.50	243.00	0	$74,828	$307.93	$41.06
					1	$76,325	$314.09	$41.88
					2	$77,883	$320.51	$42.73
					3	$79,219	$326.00	$43.47
					4	$81,521	$335.48	$44.73
					5	$83,565	$343.89	$45.85
					6	$85,602	$352.27	$46.97
					7	$87,633	$360.63	$48.08
					8	$89,668	$369.00	$49.20
					9	$91,714	$377.42	$50.32
					10	$93,749	$385.80	$51.44
					11	$95,783	$394.17	$52.56
					12	$97,823	$402.56	$53.68
					13	$99,861	$410.95	$54.79
					14	$101,901	$419.35	$55.91
					15	$103,936	$427.72	$57.03
					16	$105,967	$436.08	$58.14
					17	$108,010	$444.49	$59.26
					18	$110,051	$452.88	$60.38
					19	$112,086	$461.26	$61.50
					20	$114,122	$469.64	$62.62
					21	$116,163	$478.04	$63.74
					22	$119,350	$491.15	$65.49
					23	$119,350	$491.15	$65.49
					24	$119,350	$491.15	$65.49
					25	$119,350	$491.15	$65.49
					26	$119,350	$491.15	$65.49
					27	$120,546	$496.07	$66.14
					28	$120,546	$496.07	$66.14
					29	$122,480	$504.03	$67.20
					30	$122,480	$504.03	$67.20
					31	$122,480	$504.03	$67.20
					32	$124,928	$514.11	$68.55
					33	$124,928	$514.11	$68.55
					34	$124,928	$514.11	$68.55
					35	$124,928	$514.11	$68.55

Steps do not equate to years of service.

Spotsylvania County Public Schools Salary Scales effective as of 7/1/2026

Grade	Grade Description	b bargain desc	Hours Worked	Days Worked	Step	Annual Amount	Daily Amount	Hourly Amount
SUP	SUPERVISOR	CONTRACTED 12 MONTH EXEMPT EMP	7.50	243.00	0	$114,612	$471.65	$62.89
					1	$116,903	$481.08	$64.14
					2	$119,290	$490.91	$65.45
					3	$120,427	$495.58	$66.08
					4	$121,562	$500.26	$66.70
					5	$122,700	$504.94	$67.33
					6	$123,837	$509.62	$67.95
					7	$124,973	$514.29	$68.57
					8	$126,109	$518.97	$69.20
					9	$127,248	$523.65	$69.82
					10	$128,381	$528.32	$70.44
					11	$129,520	$533.00	$71.07
					12	$130,656	$537.68	$71.69
					13	$131,788	$542.34	$72.31
					14	$132,924	$547.01	$72.94
					15	$134,062	$551.70	$73.56
					16	$135,199	$556.37	$74.18
					17	$136,337	$561.06	$74.81
					18	$137,466	$565.70	$75.43
					19	$138,606	$570.40	$76.05
					20	$139,740	$575.06	$76.67
					21	$140,881	$579.76	$77.30
					22	$142,014	$584.42	$77.92
					23	$142,014	$584.42	$77.92
					24	$142,014	$584.42	$77.92
					25	$142,014	$584.42	$77.92
					26	$142,014	$584.42	$77.92
					27	$143,432	$590.26	$78.70
					28	$143,432	$590.26	$78.70
					29	$145,315	$598.00	$79.73
					30	$148,221	$609.96	$81.33
					31	$151,183	$622.15	$82.95
					32	$154,209	$634.60	$84.61
					33	$154,209	$634.60	$84.61
					34	$154,209	$634.60	$84.61
					35	$154,209	$634.60	$84.61
					36	$154,209	$634.60	$84.61
					37	$154,209	$634.60	$84.61
					38	$158,065	$650.47	$86.73
					39	$162,017	$666.74	$88.90
					40	$166,066	$683.40	$91.12
					41	$170,217	$700.48	$93.40

Steps do not equate to years of service.

Spotsylvania County Public Schools Salary Scales effective as of 7/1/2026

Grade	Grade Description	b bargain desc	Hours Worked	Days Worked	Step	Annual Amount	Daily Amount	Hourly Amount
SUP1	SUPV MAST+15	CONTRACTED 12 MONTH EXEMPT EMP	7.50	243.00	0	$118,054	$485.82	$64.78
					1	$120,415	$495.54	$66.07
					2	$122,872	$505.65	$67.42
					3	$124,040	$510.45	$68.06
					4	$125,208	$515.26	$68.70
					5	$126,378	$520.07	$69.34
					6	$127,553	$524.91	$69.99
					7	$128,720	$529.71	$70.63
					8	$129,893	$534.54	$71.27
					9	$131,062	$539.35	$71.91
					10	$132,230	$544.16	$72.55
					11	$133,402	$548.98	$73.20
					12	$134,573	$553.80	$73.84
					13	$135,747	$558.63	$74.48
					14	$136,912	$563.42	$75.12
					15	$138,085	$568.25	$75.77
					16	$139,255	$573.07	$76.41
					17	$140,425	$577.88	$77.05
					18	$141,592	$582.68	$77.69
					19	$142,765	$587.51	$78.33
					20	$143,938	$592.34	$78.98
					21	$145,105	$597.14	$79.62
					22	$146,274	$601.95	$80.26
					23	$146,274	$601.95	$80.26
					24	$146,274	$601.95	$80.26
					25	$146,274	$601.95	$80.26
					26	$146,274	$601.95	$80.26
					27	$147,736	$607.97	$81.06
					28	$147,736	$607.97	$81.06
					29	$149,673	$615.94	$82.13
					30	$152,669	$628.27	$83.77
					31	$155,718	$640.81	$85.44
					32	$158,834	$653.64	$87.15
					33	$158,834	$653.64	$87.15
					34	$158,834	$653.64	$87.15
					35	$158,834	$653.64	$87.15

Steps do not equate to years of service.

Spotsylvania County Public Schools Salary Scales effective as of 7/1/2026

Grade	Grade Description	b bargain desc	Hours Worked	Days Worked	Step	Annual Amount	Daily Amount	Hourly Amount
SUP2	SUPV ED SPEC	CONTRACTED 12 MONTH EXEMPT EMP	7.50	243.00	0	$119,771	$492.88	$65.72
					1	$122,167	$502.74	$67.03
					2	$124,659	$513.00	$68.40
					3	$125,845	$517.88	$69.05
					4	$127,033	$522.77	$69.70
					5	$128,221	$527.66	$70.35
					6	$129,409	$532.55	$71.01
					7	$130,593	$537.42	$71.66
					8	$131,783	$542.32	$72.31
					9	$132,969	$547.20	$72.96
					10	$134,156	$552.08	$73.61
					11	$135,346	$556.98	$74.26
					12	$136,533	$561.86	$74.92
					13	$137,719	$566.74	$75.57
					14	$138,905	$571.63	$76.22
					15	$140,096	$576.53	$76.87
					16	$141,284	$581.42	$77.52
					17	$142,471	$586.30	$78.17
					18	$143,656	$591.18	$78.82
					19	$144,842	$596.06	$79.47
					20	$146,031	$600.95	$80.13
					21	$147,220	$605.84	$80.78
					22	$148,405	$610.72	$81.43
					23	$148,405	$610.72	$81.43
					24	$148,405	$610.72	$81.43
					25	$148,405	$610.72	$81.43
					26	$148,405	$610.72	$81.43
					27	$149,890	$616.83	$82.24
					28	$149,890	$616.83	$82.24
					29	$151,854	$624.91	$83.32
					30	$154,893	$637.42	$84.99
					31	$157,986	$650.15	$86.69
					32	$161,147	$663.16	$88.42
					33	$161,147	$663.16	$88.42
					34	$161,147	$663.16	$88.42
					35	$161,147	$663.16	$88.42

Steps do not equate to years of service.

Spotsylvania County Public Schools Salary Scales effective as of 7/1/2026

Grade	Grade Description	b bargain desc	Hours Worked	Days Worked	Step	Annual Amount	Daily Amount	Hourly Amount
SUP3	SUPV DOCTORATE	CONTRACTED 12 MONTH EXEMPT EMP	7.50	243.00	0	$121,491	$499.96	$66.66
					1	$123,921	$509.96	$68.00
					2	$126,450	$520.37	$69.38
					3	$127,652	$525.32	$70.04
					4	$128,854	$530.26	$70.70
					5	$130,061	$535.23	$71.36
					6	$131,268	$540.20	$72.03
					7	$132,468	$545.14	$72.68
					8	$133,676	$550.11	$73.35
					9	$134,881	$555.07	$74.01
					10	$136,084	$560.02	$74.67
					11	$137,290	$564.98	$75.33
					12	$138,494	$569.93	$75.99
					13	$139,698	$574.89	$76.65
					14	$140,899	$579.83	$77.31
					15	$142,105	$584.79	$77.97
					16	$143,312	$589.76	$78.63
					17	$144,516	$594.72	$79.30
					18	$145,715	$599.65	$79.95
					19	$146,922	$604.62	$80.62
					20	$148,126	$609.57	$81.28
					21	$149,332	$614.54	$81.94
					22	$150,533	$619.48	$82.60
					23	$150,533	$619.48	$82.60
					24	$150,533	$619.48	$82.60
					25	$150,533	$619.48	$82.60
					26	$150,533	$619.48	$82.60
					27	$152,041	$625.68	$83.42
					28	$152,041	$625.68	$83.42
					29	$154,032	$633.88	$84.52
					30	$157,113	$646.56	$86.21
					31	$160,256	$659.49	$87.93
					32	$163,459	$672.67	$89.69
					33	$163,459	$672.67	$89.69
					34	$163,459	$672.67	$89.69
					35	$163,459	$672.67	$89.69

Steps do not equate to years of service.

Spotsylvania County Public Schools Salary Scales effective as of 7/1/2026

Grade	Grade Description	b bargain desc	Hours Worked	Days Worked	Step	Annual Amount	Daily Amount	Hourly Amount
SV11	SUPV 11 MO	CONTRACTED 11 MONTH EXEMPT EMP	7.50	220.00	0	$103,272	$469.42	$62.59
					1	$105,337	$478.80	$63.84
					2	$107,486	$488.57	$65.14
					3	$108,510	$493.23	$65.76
					4	$109,532	$497.87	$66.38
					5	$110,556	$502.53	$67.00
					6	$111,582	$507.19	$67.63
					7	$112,605	$511.84	$68.25
					8	$113,629	$516.50	$68.87
					9	$114,654	$521.15	$69.49
					10	$115,677	$525.80	$70.11
					11	$116,702	$530.46	$70.73
					12	$117,727	$535.12	$71.35
					13	$118,747	$539.76	$71.97
					14	$119,769	$544.40	$72.59
					15	$120,796	$549.07	$73.21
					16	$121,820	$553.73	$73.83
					17	$122,845	$558.39	$74.45
					18	$123,863	$563.01	$75.07
					19	$124,890	$567.68	$75.69
					20	$125,913	$572.33	$76.31
					21	$126,939	$577.00	$76.93
					22	$127,961	$581.64	$77.55
					23	$127,961	$581.64	$77.55
					24	$127,961	$581.64	$77.55
					25	$127,961	$581.64	$77.55
					26	$127,961	$581.64	$77.55
					27	$129,240	$587.45	$78.33
					28	$129,240	$587.45	$78.33
					29	$130,936	$595.16	$79.36
					30	$133,554	$607.06	$80.94
					31	$136,226	$619.21	$82.56
					32	$138,951	$631.60	$84.21
					33	$138,951	$631.60	$84.21
					34	$138,951	$631.60	$84.21
					35	$138,951	$631.60	$84.21

Steps do not equate to years of service.

Spotsylvania County Public Schools Salary Scales effective as of 7/1/2026

Grade	Grade Description	b bargain desc	Hours Worked	Days Worked	Step	Annual Amount	Daily Amount	Hourly Amount
T10	TEACHER 10 MO	CONTRACTED 10 MONTH EXEMPT EMP	7.50	200.00	0	$54,902	$274.51	$36.60
					1	$55,726	$278.63	$37.15
					2	$56,562	$282.81	$37.71
					3	$57,410	$287.05	$38.27
					4	$58,271	$291.36	$38.85
					5	$59,146	$295.73	$39.43
					6	$60,476	$302.38	$40.32
					7	$61,837	$309.19	$41.22
					8	$63,228	$316.14	$42.15
					9	$64,651	$323.26	$43.10
					10	$66,106	$330.53	$44.07
					11	$67,593	$337.97	$45.06
					12	$69,114	$345.57	$46.08
					13	$70,669	$353.35	$47.11
					14	$72,259	$361.30	$48.17
					15	$73,885	$369.43	$49.26
					16	$75,178	$375.89	$50.12
					17	$76,493	$382.47	$51.00
					18	$77,832	$389.16	$51.89
					19	$79,194	$395.97	$52.80
					20	$80,580	$402.90	$53.72
					21	$81,789	$408.95	$54.53
					22	$83,015	$415.08	$55.34
					23	$84,261	$421.31	$56.17
					24	$85,524	$427.62	$57.02
					25	$86,807	$434.04	$57.87
					26	$88,109	$440.55	$58.74
					27	$89,431	$447.16	$59.62
					28	$90,773	$453.87	$60.52
					29	$92,134	$460.67	$61.42
					30	$93,516	$467.58	$62.34

Steps do not equate to years of service.

Spotsylvania County Public Schools Salary Scales effective as of 7/1/2026

Grade	Grade Description	b bargain desc	Hours Worked	Days Worked	Step	Annual Amount	Daily Amount	Hourly Amount
T10B	TCH 10M BACH+15	CONTRACTED 10 MONTH EXEMPT EMP	7.50	200.00	0	$56,549	$282.75	$37.70
					1	$57,398	$286.99	$38.27
					2	$58,259	$291.30	$38.84
					3	$59,133	$295.67	$39.42
					4	$60,020	$300.10	$40.01
					5	$60,920	$304.60	$40.61
					6	$62,291	$311.46	$41.53
					7	$63,692	$318.46	$42.46
					8	$65,125	$325.63	$43.42
					9	$66,590	$332.95	$44.39
					10	$68,089	$340.45	$45.39
					11	$69,621	$348.11	$46.41
					12	$71,187	$355.94	$47.46
					13	$72,789	$363.95	$48.53
					14	$74,427	$372.14	$49.62
					15	$76,101	$380.51	$50.73
					16	$77,433	$387.17	$51.62
					17	$78,788	$393.94	$52.53
					18	$80,167	$400.84	$53.44
					19	$81,570	$407.85	$54.38
					20	$82,997	$414.99	$55.33
					21	$84,242	$421.21	$56.16
					22	$85,506	$427.53	$57.00
					23	$86,788	$433.94	$57.86
					24	$88,090	$440.45	$58.73
					25	$89,411	$447.06	$59.61
					26	$90,753	$453.77	$60.50
					27	$92,114	$460.57	$61.41
					28	$93,496	$467.48	$62.33
					29	$94,898	$474.49	$63.27
					30	$96,321	$481.61	$64.21

Steps do not equate to years of service.

Spotsylvania County Public Schools Salary Scales effective as of 7/1/2026

Grade	Grade Description	b bargain desc	Hours Worked	Days Worked	Step	Annual Amount	Daily Amount	Hourly Amount
T10C	TCH 10MO MAST	CONTRACTED 10 MONTH EXEMPT EMP	7.50	200.00	0	$58,745	$293.73	$39.16
					1	$59,627	$298.14	$39.75
					2	$60,521	$302.61	$40.35
					3	$61,429	$307.15	$40.95
					4	$62,350	$311.75	$41.57
					5	$63,286	$316.43	$42.19
					6	$64,709	$323.55	$43.14
					7	$66,165	$330.83	$44.11
					8	$67,654	$338.27	$45.10
					9	$69,176	$345.88	$46.12
					10	$70,733	$353.67	$47.16
					11	$72,324	$361.62	$48.22
					12	$73,952	$369.76	$49.30
					13	$75,615	$378.08	$50.41
					14	$77,317	$386.59	$51.54
					15	$79,056	$395.28	$52.70
					16	$80,440	$402.20	$53.63
					17	$81,848	$409.24	$54.57
					18	$83,280	$416.40	$55.52
					19	$84,737	$423.69	$56.49
					20	$86,220	$431.10	$57.48
					21	$87,513	$437.57	$58.34
					22	$88,826	$444.13	$59.22
					23	$90,159	$450.80	$60.11
					24	$91,511	$457.56	$61.01
					25	$92,884	$464.42	$61.92
					26	$94,277	$471.39	$62.85
					27	$95,691	$478.46	$63.79
					28	$97,126	$485.63	$64.75
					29	$98,583	$492.92	$65.72
					30	$100,062	$500.31	$66.71

Steps do not equate to years of service.

Spotsylvania County Public Schools Salary Scales effective as of 7/1/2026

Grade	Grade Description	b bargain desc	Hours Worked	Days Worked	Step	Annual Amount	Daily Amount	Hourly Amount
T10D	TCH 10M MAST+15	CONTRACTED 10 MONTH EXEMPT EMP	7.50	200.00	0	$59,844	$299.22	$39.90
					1	$60,742	$303.71	$40.49
					2	$61,653	$308.27	$41.10
					3	$62,578	$312.89	$41.72
					4	$63,516	$317.58	$42.34
					5	$64,469	$322.35	$42.98
					6	$65,920	$329.60	$43.95
					7	$67,403	$337.02	$44.94
					8	$68,919	$344.60	$45.95
					9	$70,470	$352.35	$46.98
					10	$72,056	$360.28	$48.04
					11	$73,677	$368.39	$49.12
					12	$75,335	$376.68	$50.22
					13	$77,030	$385.15	$51.35
					14	$78,763	$393.82	$52.51
					15	$80,535	$402.68	$53.69
					16	$81,944	$409.72	$54.63
					17	$83,378	$416.89	$55.59
					18	$84,837	$424.19	$56.56
					19	$86,322	$431.61	$57.55
					20	$87,833	$439.17	$58.56
					21	$89,150	$445.75	$59.43
					22	$90,487	$452.44	$60.32
					23	$91,845	$459.23	$61.23
					24	$93,222	$466.11	$62.15
					25	$94,621	$473.11	$63.08
					26	$96,040	$480.20	$64.03
					27	$97,481	$487.41	$64.99
					28	$98,943	$494.72	$65.96
					29	$100,427	$502.14	$66.95
					30	$101,933	$509.67	$67.96

Steps do not equate to years of service.

Spotsylvania County Public Schools Salary Scales effective as of 7/1/2026

Grade	Grade Description	b bargain desc	Hours Worked	Days Worked	Step	Annual Amount	Daily Amount	Hourly Amount
T10E	TCH 10MO ED SPE	CONTRACTED 10 MONTH EXEMPT EMP	7.50	200.00	0	$60,393	$301.97	$40.26
					1	$61,299	$306.50	$40.87
					2	$62,218	$311.09	$41.48
					3	$63,152	$315.76	$42.10
					4	$64,099	$320.50	$42.73
					5	$65,060	$325.30	$43.37
					6	$66,524	$332.62	$44.35
					7	$68,021	$340.11	$45.35
					8	$69,552	$347.76	$46.37
					9	$71,116	$355.58	$47.41
					10	$72,717	$363.59	$48.48
					11	$74,353	$371.77	$49.57
					12	$76,026	$380.13	$50.68
					13	$77,736	$388.68	$51.82
					14	$79,485	$397.43	$52.99
					15	$81,274	$406.37	$54.18
					16	$82,696	$413.48	$55.13
					17	$84,143	$420.72	$56.10
					18	$85,616	$428.08	$57.08
					19	$87,114	$435.57	$58.08
					20	$88,638	$443.19	$59.09
					21	$89,968	$449.84	$59.98
					22	$91,318	$456.59	$60.88
					23	$92,687	$463.44	$61.79
					24	$94,078	$470.39	$62.72
					25	$95,489	$477.45	$63.66
					26	$96,921	$484.61	$64.61
					27	$98,375	$491.88	$65.58
					28	$99,851	$499.26	$66.57
					29	$101,348	$506.74	$67.57
					30	$102,869	$514.35	$68.58

Steps do not equate to years of service.

Spotsylvania County Public Schools Salary Scales effective as of 7/1/2026

Grade	Grade Description	b bargain desc	Hours Worked	Days Worked	Step	Annual Amount	Daily Amount	Hourly Amount
T10F	TEACH 10 DOCTOR	CONTRACTED 10 MONTH EXEMPT EMP	7.50	200.00	0	$61,490	$307.45	$40.99
					1	$62,412	$312.06	$41.61
					2	$63,349	$316.75	$42.23
					3	$64,299	$321.50	$42.87
					4	$65,263	$326.32	$43.51
					5	$66,242	$331.21	$44.16
					6	$67,733	$338.67	$45.16
					7	$69,257	$346.29	$46.17
					8	$70,815	$354.08	$47.21
					9	$72,408	$362.04	$48.27
					10	$74,037	$370.19	$49.36
					11	$75,703	$378.52	$50.47
					12	$77,407	$387.04	$51.60
					13	$79,148	$395.74	$52.77
					14	$80,929	$404.65	$53.95
					15	$82,750	$413.75	$55.17
					16	$84,198	$420.99	$56.13
					17	$85,672	$428.36	$57.11
					18	$87,171	$435.86	$58.11
					19	$88,696	$443.48	$59.13
					20	$90,248	$451.24	$60.17
					21	$91,602	$458.01	$61.07
					22	$92,976	$464.88	$61.98
					23	$94,371	$471.86	$62.91
					24	$95,786	$478.93	$63.86
					25	$97,223	$486.12	$64.82
					26	$98,682	$493.41	$65.79
					27	$100,162	$500.81	$66.77
					28	$101,664	$508.32	$67.78
					29	$103,189	$515.95	$68.79
					30	$104,737	$523.69	$69.82

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Spotsylvania County Public Schools Salary Scales effective as of 7/1/2026

Grade	Grade Description	b bargain desc	Hours Worked	Days Worked	Step	Annual Amount	Daily Amount	Hourly Amount
T11	TEACHER 11 MTHS	CONTRACTED 11 MONTH EXEMPT EMP	7.50	220.00	0	$60,387	$274.49	$36.60
					1	$61,293	$278.60	$37.15
					2	$62,212	$282.78	$37.70
					3	$63,145	$287.02	$38.27
					4	$64,093	$291.33	$38.84
					5	$65,054	$295.70	$39.43
					6	$66,518	$302.35	$40.31
					7	$68,014	$309.15	$41.22
					8	$69,545	$316.11	$42.15
					9	$71,109	$323.22	$43.10
					10	$72,709	$330.50	$44.07
					11	$74,345	$337.93	$45.06
					12	$76,018	$345.54	$46.07
					13	$77,728	$353.31	$47.11
					14	$79,477	$361.26	$48.17
					15	$81,266	$369.39	$49.25
					16	$82,688	$375.85	$50.11
					17	$84,135	$382.43	$50.99
					18	$85,607	$389.12	$51.88
					19	$87,105	$395.93	$52.79
					20	$88,630	$402.86	$53.72
					21	$89,959	$408.90	$54.52
					22	$91,308	$415.04	$55.34
					23	$92,678	$421.26	$56.17
					24	$94,068	$427.58	$57.01
					25	$95,479	$434.00	$57.87
					26	$96,911	$440.50	$58.73
					27	$98,365	$447.11	$59.62
					28	$99,841	$453.82	$60.51
					29	$101,338	$460.63	$61.42
					30	$102,858	$467.54	$62.34

Steps do not equate to years of service.

Spotsylvania County Public Schools Salary Scales effective as of 7/1/2026

Grade	Grade Description	b bargain desc	Hours Worked	Days Worked	Step	Annual Amount	Daily Amount	Hourly Amount
T11B	TEACHER BA15	CONTRACTED 11 MONTH EXEMPT EMP	7.50	220.00	0	$62,199	$282.72	$37.70
					1	$63,132	$286.96	$38.26
					2	$64,079	$291.27	$38.84
					3	$65,040	$295.64	$39.42
					4	$66,016	$300.07	$40.01
					5	$67,006	$304.57	$40.61
					6	$68,514	$311.43	$41.52
					7	$70,055	$318.43	$42.46
					8	$71,631	$325.60	$43.41
					9	$73,243	$332.92	$44.39
					10	$74,891	$340.41	$45.39
					11	$76,576	$348.07	$46.41
					12	$78,299	$355.90	$47.45
					13	$80,061	$363.91	$48.52
					14	$81,862	$372.10	$49.61
					15	$83,704	$380.47	$50.73
					16	$85,169	$387.13	$51.62
					17	$86,659	$393.90	$52.52
					18	$88,176	$400.80	$53.44
					19	$89,719	$407.81	$54.38
					20	$91,289	$414.95	$55.33
					21	$92,658	$421.17	$56.16
					22	$94,048	$427.49	$57.00
					23	$95,459	$433.90	$57.85
					24	$96,891	$440.41	$58.72
					25	$98,344	$447.02	$59.60
					26	$99,819	$453.72	$60.50
					27	$101,317	$460.53	$61.40
					28	$102,836	$467.44	$62.32
					29	$104,379	$474.45	$63.26
					30	$105,945	$481.57	$64.21

Steps do not equate to years of service.

Spotsylvania County Public Schools Salary Scales effective as of 7/1/2026

Grade	Grade Description	b bargain desc	Hours Worked	Days Worked	Step	Annual Amount	Daily Amount	Hourly Amount
T11C	TEACH 11MO MAST	CONTRACTED 11 MONTH EXEMPT EMP	7.50	220.00	0	$64,615	$293.70	$39.16
					1	$65,584	$298.11	$39.75
					2	$66,568	$302.58	$40.34
					3	$67,567	$307.12	$40.95
					4	$68,580	$311.73	$41.56
					5	$69,609	$316.40	$42.19
					6	$71,175	$323.52	$43.14
					7	$72,776	$330.80	$44.11
					8	$74,414	$338.25	$45.10
					9	$76,088	$345.85	$46.11
					10	$77,800	$353.64	$47.15
					11	$79,551	$361.60	$48.21
					12	$81,340	$369.73	$49.30
					13	$83,171	$378.05	$50.41
					14	$85,042	$386.55	$51.54
					15	$86,955	$395.25	$52.70
					16	$88,477	$402.17	$53.62
					17	$90,026	$409.21	$54.56
					18	$91,601	$416.37	$55.52
					19	$93,204	$423.65	$56.49
					20	$94,835	$431.07	$57.48
					21	$96,258	$437.54	$58.34
					22	$97,701	$444.10	$59.21
					23	$99,167	$450.76	$60.10
					24	$100,654	$457.52	$61.00
					25	$102,164	$464.38	$61.92
					26	$103,697	$471.35	$62.85
					27	$105,252	$478.42	$63.79
					28	$106,831	$485.60	$64.75
					29	$108,433	$492.88	$65.72
					30	$110,060	$500.27	$66.70

Steps do not equate to years of service.

Spotsylvania County Public Schools Salary Scales effective as of 7/1/2026

Grade	Grade Description	b bargain desc	Hours Worked	Days Worked	Step	Annual Amount	Daily Amount	Hourly Amount
T11D	TCH 11M MAST+15	CONTRACTED 11 MONTH EXEMPT EMP	7.50	220.00	0	$65,822	$299.19	$39.89
					1	$66,809	$303.68	$40.49
					2	$67,811	$308.23	$41.10
					3	$68,829	$312.86	$41.71
					4	$69,861	$317.55	$42.34
					5	$70,909	$322.31	$42.98
					6	$72,504	$329.56	$43.94
					7	$74,136	$336.98	$44.93
					8	$75,804	$344.56	$45.94
					9	$77,509	$352.31	$46.98
					10	$79,253	$360.24	$48.03
					11	$81,037	$368.35	$49.11
					12	$82,860	$376.64	$50.22
					13	$84,724	$385.11	$51.35
					14	$86,631	$393.78	$52.50
					15	$88,580	$402.64	$53.68
					16	$90,130	$409.68	$54.62
					17	$91,707	$416.85	$55.58
					18	$93,312	$424.15	$56.55
					19	$94,945	$431.57	$57.54
					20	$96,607	$439.12	$58.55
					21	$98,056	$445.71	$59.43
					22	$99,526	$452.39	$60.32
					23	$101,019	$459.18	$61.22
					24	$102,535	$466.07	$62.14
					25	$104,073	$473.06	$63.07
					26	$105,634	$480.15	$64.02
					27	$107,218	$487.35	$64.98
					28	$108,827	$494.67	$65.96
					29	$110,459	$502.09	$66.94
					30	$112,116	$509.62	$67.95

Steps do not equate to years of service.

Spotsylvania County Public Schools Salary Scales effective as of 7/1/2026

Grade	Grade Description	b bargain desc	Hours Worked	Days Worked	Step	Annual Amount	Daily Amount	Hourly Amount
T11E	TCH 11M ED SPEC	CONTRACTED 11 MONTH EXEMPT EMP	7.50	220.00	0	$66,426	$301.94	$40.26
					1	$67,422	$306.46	$40.86
					2	$68,434	$311.06	$41.48
					3	$69,460	$315.73	$42.10
					4	$70,502	$320.46	$42.73
					5	$71,560	$325.27	$43.37
					6	$73,170	$332.59	$44.35
					7	$74,816	$340.07	$45.34
					8	$76,499	$347.72	$46.36
					9	$78,221	$355.55	$47.41
					10	$79,981	$363.55	$48.47
					11	$81,780	$371.73	$49.56
					12	$83,620	$380.09	$50.68
					13	$85,502	$388.65	$51.82
					14	$87,426	$397.39	$52.99
					15	$89,393	$406.33	$54.18
					16	$90,957	$413.44	$55.13
					17	$92,549	$420.68	$56.09
					18	$94,168	$428.04	$57.07
					19	$95,816	$435.53	$58.07
					20	$97,493	$443.15	$59.09
					21	$98,955	$449.80	$59.97
					22	$100,440	$456.55	$60.87
					23	$101,946	$463.39	$61.79
					24	$103,476	$470.35	$62.71
					25	$105,028	$477.40	$63.65
					26	$106,603	$484.56	$64.61
					27	$108,202	$491.83	$65.58
					28	$109,825	$499.20	$66.56
					29	$111,473	$506.70	$67.56
					30	$113,145	$514.30	$68.57

Steps do not equate to years of service.

Spotsylvania County Public Schools Salary Scales effective as of 7/1/2026

Grade	Grade Description	b bargain desc	Hours Worked	Days Worked	Step	Annual Amount	Daily Amount	Hourly Amount
T11F	TCH 11M DOCTOR	CONTRACTED 11 MONTH EXEMPT EMP	7.50	220.00	0	$67,633	$307.42	$40.99
					1	$68,647	$312.03	$41.60
					2	$69,677	$316.71	$42.23
					3	$70,722	$321.46	$42.86
					4	$71,783	$326.29	$43.50
					5	$72,860	$331.18	$44.16
					6	$74,499	$338.63	$45.15
					7	$76,176	$346.25	$46.17
					8	$77,889	$354.04	$47.21
					9	$79,642	$362.01	$48.27
					10	$81,434	$370.15	$49.35
					11	$83,266	$378.48	$50.46
					12	$85,140	$387.00	$51.60
					13	$87,055	$395.70	$52.76
					14	$89,014	$404.61	$53.95
					15	$91,017	$413.71	$55.16
					16	$92,610	$420.95	$56.13
					17	$94,230	$428.32	$57.11
					18	$95,879	$435.81	$58.11
					19	$97,557	$443.44	$59.13
					20	$99,265	$451.20	$60.16
					21	$100,754	$457.97	$61.06
					22	$102,265	$464.84	$61.98
					23	$103,799	$471.81	$62.91
					24	$105,356	$478.89	$63.85
					25	$106,936	$486.07	$64.81
					26	$108,540	$493.36	$65.78
					27	$110,168	$500.76	$66.77
					28	$111,821	$508.28	$67.77
					29	$113,498	$515.90	$68.79
					30	$115,201	$523.64	$69.82

Steps do not equate to years of service.

Spotsylvania County Public Schools Salary Scales effective as of 7/1/2026

Grade	Grade Description	b bargain desc	Hours Worked	Days Worked	Step	Annual Amount	Daily Amount	Hourly Amount
T12	TEACHER 12MTHS	CONTRACTED 12 MONTH EXEMPT EMP	7.50	240.00	0	$65,878	$274.49	$36.60
					1	$66,866	$278.61	$37.15
					2	$67,869	$282.79	$37.71
					3	$68,887	$287.03	$38.27
					4	$69,921	$291.34	$38.85
					5	$70,969	$295.70	$39.43
					6	$72,566	$302.36	$40.31
					7	$74,199	$309.16	$41.22
					8	$75,868	$316.12	$42.15
					9	$77,575	$323.23	$43.10
					10	$79,321	$330.50	$44.07
					11	$81,106	$337.94	$45.06
					12	$82,930	$345.54	$46.07
					13	$84,796	$353.32	$47.11
					14	$86,704	$361.27	$48.17
					15	$88,655	$369.40	$49.25
					16	$90,207	$375.86	$50.12
					17	$91,785	$382.44	$50.99
					18	$93,391	$389.13	$51.88
					19	$95,026	$395.94	$52.79
					20	$96,689	$402.87	$53.72
					21	$98,139	$408.91	$54.52
					22	$99,611	$415.05	$55.34
					23	$101,105	$421.27	$56.17
					24	$102,622	$427.59	$57.01
					25	$104,161	$434.00	$57.87
					26	$105,724	$440.52	$58.74
					27	$107,309	$447.12	$59.62
					28	$108,919	$453.83	$60.51
					29	$110,553	$460.64	$61.42
					30	$112,211	$467.55	$62.34

Steps do not equate to years of service.

Spotsylvania County Public Schools Salary Scales effective as of 7/1/2026

Grade	Grade Description	b bargain desc	Hours Worked	Days Worked	Step	Annual Amount	Daily Amount	Hourly Amount
T12B	TCH 12M BACH+15	CONTRACTED 12 MONTH EXEMPT EMP	7.50	240.00	0	$67,854	$282.73	$37.70
					1	$68,872	$286.97	$38.26
					2	$69,905	$291.27	$38.84
					3	$70,953	$295.64	$39.42
					4	$72,018	$300.08	$40.01
					5	$73,098	$304.58	$40.61
					6	$74,743	$311.43	$41.52
					7	$76,424	$318.43	$42.46
					8	$78,144	$325.60	$43.41
					9	$79,902	$332.93	$44.39
					10	$81,700	$340.42	$45.39
					11	$83,538	$348.08	$46.41
					12	$85,418	$355.91	$47.45
					13	$87,340	$363.92	$48.52
					14	$89,305	$372.10	$49.61
					15	$91,314	$380.48	$50.73
					16	$92,912	$387.13	$51.62
					17	$94,538	$393.91	$52.52
					18	$96,193	$400.80	$53.44
					19	$97,876	$407.82	$54.38
					20	$99,589	$414.95	$55.33
					21	$101,083	$421.18	$56.16
					22	$102,599	$427.50	$57.00
					23	$104,138	$433.91	$57.85
					24	$105,700	$440.42	$58.72
					25	$107,286	$447.03	$59.60
					26	$108,895	$453.73	$60.50
					27	$110,528	$460.53	$61.40
					28	$112,186	$467.44	$62.33
					29	$113,869	$474.45	$63.26
					30	$115,577	$481.57	$64.21

Steps do not equate to years of service.

Spotsylvania County Public Schools Salary Scales effective as of 7/1/2026

Grade	Grade Description	b bargain desc	Hours Worked	Days Worked	Step	Annual Amount	Daily Amount	Hourly Amount
T12C	TEACH 12MO MAST	CONTRACTED 12 MONTH EXEMPT EMP	7.50	240.00	0	$70,489	$293.70	$39.16
					1	$71,546	$298.11	$39.75
					2	$72,620	$302.58	$40.34
					3	$73,709	$307.12	$40.95
					4	$74,814	$311.73	$41.56
					5	$75,937	$316.40	$42.19
					6	$77,645	$323.52	$43.14
					7	$79,392	$330.80	$44.11
					8	$81,179	$338.25	$45.10
					9	$83,005	$345.85	$46.11
					10	$84,873	$353.64	$47.15
					11	$86,782	$361.59	$48.21
					12	$88,735	$369.73	$49.30
					13	$90,732	$378.05	$50.41
					14	$92,773	$386.55	$51.54
					15	$94,860	$395.25	$52.70
					16	$96,520	$402.17	$53.62
					17	$98,210	$409.21	$54.56
					18	$99,928	$416.37	$55.52
					19	$101,677	$423.65	$56.49
					20	$103,456	$431.07	$57.48
					21	$105,008	$437.53	$58.34
					22	$106,583	$444.10	$59.21
					23	$108,182	$450.76	$60.10
					24	$109,805	$457.52	$61.00
					25	$111,452	$464.38	$61.92
					26	$113,124	$471.35	$62.85
					27	$114,820	$478.42	$63.79
					28	$116,543	$485.60	$64.75
					29	$118,291	$492.88	$65.72
					30	$120,065	$500.27	$66.70

Steps do not equate to years of service.

Spotsylvania County Public Schools Salary Scales effective as of 7/1/2026

Grade	Grade Description	b bargain desc	Hours Worked	Days Worked	Step	Annual Amount	Daily Amount	Hourly Amount
T12D	TCH 12M MAST+15	CONTRACTED 12 MONTH EXEMPT EMP	7.50	240.00	0	$71,806	$299.19	$39.89
					1	$72,883	$303.68	$40.49
					2	$73,976	$308.23	$41.10
					3	$75,086	$312.86	$41.71
					4	$76,212	$317.55	$42.34
					5	$77,355	$322.31	$42.98
					6	$79,096	$329.57	$43.94
					7	$80,876	$336.98	$44.93
					8	$82,695	$344.56	$45.94
					9	$84,556	$352.32	$46.98
					10	$86,458	$360.24	$48.03
					11	$88,404	$368.35	$49.11
					12	$90,393	$376.64	$50.22
					13	$92,427	$385.11	$51.35
					14	$94,506	$393.78	$52.50
					15	$96,633	$402.64	$53.69
					16	$98,324	$409.68	$54.62
					17	$100,044	$416.85	$55.58
					18	$101,795	$424.15	$56.55
					19	$103,577	$431.57	$57.54
					20	$105,389	$439.12	$58.55
					21	$106,970	$445.71	$59.43
					22	$108,575	$452.40	$60.32
					23	$110,203	$459.18	$61.22
					24	$111,856	$466.07	$62.14
					25	$113,534	$473.06	$63.07
					26	$115,237	$480.15	$64.02
					27	$116,966	$487.36	$64.98
					28	$118,720	$494.67	$65.96
					29	$120,501	$502.09	$66.95
					30	$122,308	$509.62	$67.95

Steps do not equate to years of service.

Spotsylvania County Public Schools Salary Scales effective as of 7/1/2026

Grade	Grade Description	b bargain desc	Hours Worked	Days Worked	Step	Annual Amount	Daily Amount	Hourly Amount
T12E	TCH 12M ED SPEC	CONTRACTED 12 MONTH EXEMPT EMP	7.50	240.00	0	$72,465	$301.94	$40.26
					1	$73,552	$306.47	$40.86
					2	$74,655	$311.06	$41.48
					3	$75,775	$315.73	$42.10
					4	$76,912	$320.47	$42.73
					5	$78,065	$325.27	$43.37
					6	$79,822	$332.59	$44.35
					7	$81,618	$340.08	$45.34
					8	$83,454	$347.73	$46.36
					9	$85,332	$355.55	$47.41
					10	$87,252	$363.55	$48.47
					11	$89,215	$371.73	$49.56
					12	$91,222	$380.09	$50.68
					13	$93,275	$388.65	$51.82
					14	$95,374	$397.39	$52.99
					15	$97,520	$406.33	$54.18
					16	$99,226	$413.44	$55.13
					17	$100,963	$420.68	$56.09
					18	$102,729	$428.04	$57.07
					19	$104,527	$435.53	$58.07
					20	$106,356	$443.15	$59.09
					21	$107,952	$449.80	$59.97
					22	$109,571	$456.55	$60.87
					23	$111,215	$463.40	$61.79
					24	$112,883	$470.35	$62.71
					25	$114,576	$477.40	$63.65
					26	$116,295	$484.56	$64.61
					27	$118,039	$491.83	$65.58
					28	$119,810	$499.21	$66.56
					29	$121,607	$506.70	$67.56
					30	$123,431	$514.30	$68.57

Steps do not equate to years of service.

Spotsylvania County Public Schools Salary Scales effective as of 7/1/2026

Grade	Grade Description	b bargain desc	Hours Worked	Days Worked	Step	Annual Amount	Daily Amount	Hourly Amount
T12F	TEACH 12M DOC	CONTRACTED 12 MONTH EXEMPT EMP	7.50	240.00	0	$73,783	$307.43	$40.99
					1	$74,890	$312.04	$41.61
					2	$76,013	$316.72	$42.23
					3	$77,153	$321.47	$42.86
					4	$78,311	$326.30	$43.51
					5	$79,485	$331.19	$44.16
					6	$81,274	$338.64	$45.15
					7	$83,102	$346.26	$46.17
					8	$84,972	$354.05	$47.21
					9	$86,884	$362.02	$48.27
					10	$88,839	$370.16	$49.36
					11	$90,838	$378.49	$50.47
					12	$92,882	$387.01	$51.60
					13	$94,971	$395.71	$52.76
					14	$97,108	$404.62	$53.95
					15	$99,293	$413.72	$55.16
					16	$101,031	$420.96	$56.13
					17	$102,799	$428.33	$57.11
					18	$104,598	$435.83	$58.11
					19	$106,428	$443.45	$59.13
					20	$108,291	$451.21	$60.16
					21	$109,915	$457.98	$61.06
					22	$111,564	$464.85	$61.98
					23	$113,237	$471.82	$62.91
					24	$114,936	$478.90	$63.85
					25	$116,660	$486.08	$64.81
					26	$118,410	$493.38	$65.78
					27	$120,186	$500.78	$66.77
					28	$121,989	$508.29	$67.77
					29	$123,819	$515.91	$68.79
					30	$125,676	$523.65	$69.82

Steps do not equate to years of service.

Spotsylvania County Public Schools Salary Scales effective as of 7/1/2026

Grade	Grade Description	b bargain desc	Hours Worked	Days Worked	Step	Annual Amount	Daily Amount	Hourly Amount
T15	TEACHER 10.5 MO	CONTRACTED 10 MONTH EXEMPT EMP	7.50	210.00	0	$57,642	$274.49	$36.60
					1	$58,507	$278.60	$37.15
					2	$59,384	$282.78	$37.70
					3	$60,275	$287.02	$38.27
					4	$61,179	$291.33	$38.84
					5	$62,097	$295.70	$39.43
					6	$63,494	$302.35	$40.31
					7	$64,923	$309.16	$41.22
					8	$66,383	$316.11	$42.15
					9	$67,877	$323.22	$43.10
					10	$69,404	$330.50	$44.07
					11	$70,966	$337.93	$45.06
					12	$72,563	$345.54	$46.07
					13	$74,195	$353.31	$47.11
					14	$75,865	$361.26	$48.17
					15	$77,572	$369.39	$49.25
					16	$78,929	$375.85	$50.11
					17	$80,310	$382.43	$50.99
					18	$81,716	$389.12	$51.88
					19	$83,146	$395.93	$52.79
					20	$84,601	$402.86	$53.71
					21	$85,870	$408.90	$54.52
					22	$87,158	$415.04	$55.34
					23	$88,465	$421.26	$56.17
					24	$89,792	$427.58	$57.01
					25	$91,139	$434.00	$57.87
					26	$92,506	$440.50	$58.73
					27	$93,894	$447.11	$59.62
					28	$95,302	$453.82	$60.51
					29	$96,732	$460.63	$61.42
					30	$98,183	$467.54	$62.34

Steps do not equate to years of service.

Spotsylvania County Public Schools Salary Scales effective as of 7/1/2026

Grade	Grade Description	b bargain desc	Hours Worked	Days Worked	Step	Annual Amount	Daily Amount	Hourly Amount
T15B	TCH 10.5M BA+15	CONTRACTED 10 MONTH EXEMPT EMP	7.50	210.00	0	$59,371	$282.72	$37.70
					1	$60,262	$286.96	$38.26
					2	$61,165	$291.26	$38.83
					3	$62,083	$295.63	$39.42
					4	$63,014	$300.07	$40.01
					5	$63,959	$304.57	$40.61
					6	$65,399	$311.42	$41.52
					7	$66,870	$318.43	$42.46
					8	$68,375	$325.60	$43.41
					9	$69,913	$332.92	$44.39
					10	$71,486	$340.41	$45.39
					11	$73,094	$348.07	$46.41
					12	$74,739	$355.90	$47.45
					13	$76,421	$363.91	$48.52
					14	$78,140	$372.10	$49.61
					15	$79,898	$380.47	$50.73
					16	$81,297	$387.13	$51.62
					17	$82,719	$393.90	$52.52
					18	$84,167	$400.80	$53.44
					19	$85,640	$407.81	$54.37
					20	$87,138	$414.94	$55.33
					21	$88,446	$421.17	$56.16
					22	$89,772	$427.49	$57.00
					23	$91,119	$433.90	$57.85
					24	$92,486	$440.41	$58.72
					25	$93,873	$447.01	$59.60
					26	$95,281	$453.72	$60.50
					27	$96,710	$460.52	$61.40
					28	$98,161	$467.43	$62.32
					29	$99,633	$474.44	$63.26
					30	$101,128	$481.56	$64.21

Steps do not equate to years of service.

Spotsylvania County Public Schools Salary Scales effective as of 7/1/2026

Grade	Grade Description	b bargain desc	Hours Worked	Days Worked	Step	Annual Amount	Daily Amount	Hourly Amount
T15C	TCH 10.5MO MAST	CONTRACTED 10 MONTH EXEMPT EMP	7.50	210.00	0	$61,677	$293.70	$39.16
					1	$62,602	$298.10	$39.75
					2	$63,541	$302.58	$40.34
					3	$64,494	$307.11	$40.95
					4	$65,462	$311.72	$41.56
					5	$66,444	$316.40	$42.19
					6	$67,939	$323.52	$43.14
					7	$69,467	$330.80	$44.11
					8	$71,030	$338.24	$45.10
					9	$72,628	$345.85	$46.11
					10	$74,263	$353.63	$47.15
					11	$75,933	$361.59	$48.21
					12	$77,642	$369.72	$49.30
					13	$79,389	$378.04	$50.41
					14	$81,175	$386.55	$51.54
					15	$83,002	$395.25	$52.70
					16	$84,454	$402.16	$53.62
					17	$85,932	$409.20	$54.56
					18	$87,436	$416.36	$55.51
					19	$88,966	$423.65	$56.49
					20	$90,523	$431.06	$57.47
					21	$91,881	$437.53	$58.34
					22	$93,259	$444.09	$59.21
					23	$94,658	$450.75	$60.10
					24	$96,078	$457.51	$61.00
					25	$97,519	$464.38	$61.92
					26	$98,982	$471.34	$62.85
					27	$100,466	$478.41	$63.79
					28	$101,973	$485.59	$64.74
					29	$103,503	$492.87	$65.72
					30	$105,056	$500.27	$66.70

Steps do not equate to years of service.

Spotsylvania County Public Schools Salary Scales effective as of 7/1/2026

Grade	Grade Description	b bargain desc	Hours Worked	Days Worked	Step	Annual Amount	Daily Amount	Hourly Amount
T15D	TCH 10.5M MA+15	CONTRACTED 10 MONTH EXEMPT EMP	7.50	210.00	0	$62,830	$299.19	$39.89
					1	$63,772	$303.68	$40.49
					2	$64,729	$308.23	$41.10
					3	$65,700	$312.86	$41.71
					4	$66,685	$317.55	$42.34
					5	$67,686	$322.31	$42.98
					6	$69,209	$329.57	$43.94
					7	$70,766	$336.98	$44.93
					8	$72,358	$344.56	$45.94
					9	$73,986	$352.31	$46.98
					10	$75,651	$360.24	$48.03
					11	$77,353	$368.35	$49.11
					12	$79,093	$376.63	$50.22
					13	$80,873	$385.11	$51.35
					14	$82,693	$393.78	$52.50
					15	$84,553	$402.63	$53.68
					16	$86,033	$409.68	$54.62
					17	$87,539	$416.85	$55.58
					18	$89,070	$424.14	$56.55
					19	$90,629	$431.57	$57.54
					20	$92,215	$439.12	$58.55
					21	$93,598	$445.70	$59.43
					22	$95,002	$452.39	$60.32
					23	$96,427	$459.18	$61.22
					24	$97,874	$466.07	$62.14
					25	$99,342	$473.06	$63.07
					26	$100,832	$480.15	$64.02
					27	$102,345	$487.36	$64.98
					28	$103,880	$494.67	$65.96
					29	$105,438	$502.09	$66.94
					30	$107,020	$509.62	$67.95

Steps do not equate to years of service.

Spotsylvania County Public Schools Salary Scales effective as of 7/1/2026

Grade	Grade Description	b bargain desc	Hours Worked	Days Worked	Step	Annual Amount	Daily Amount	Hourly Amount
T15E	TCH 10.5M ED SP	CONTRACTED 10 MONTH EXEMPT EMP	7.50	210.00	0	$63,406	$301.93	$40.26
					1	$64,357	$306.46	$40.86
					2	$65,322	$311.06	$41.47
					3	$66,302	$315.72	$42.10
					4	$67,297	$320.46	$42.73
					5	$68,306	$325.27	$43.37
					6	$69,843	$332.59	$44.34
					7	$71,415	$340.07	$45.34
					8	$73,021	$347.72	$46.36
					9	$74,664	$355.54	$47.41
					10	$76,344	$363.54	$48.47
					11	$78,062	$371.72	$49.56
					12	$79,819	$380.09	$50.68
					13	$81,614	$388.64	$51.82
					14	$83,451	$397.39	$52.98
					15	$85,328	$406.32	$54.18
					16	$86,822	$413.44	$55.13
					17	$88,341	$420.67	$56.09
					18	$89,887	$428.03	$57.07
					19	$91,460	$435.52	$58.07
					20	$93,061	$443.15	$59.09
					21	$94,457	$449.80	$59.97
					22	$95,873	$456.54	$60.87
					23	$97,311	$463.39	$61.78
					24	$98,771	$470.34	$62.71
					25	$100,253	$477.40	$63.65
					26	$101,756	$484.55	$64.61
					27	$103,283	$491.82	$65.58
					28	$104,832	$499.20	$66.56
					29	$106,405	$506.69	$67.56
					30	$108,001	$514.29	$68.57

Steps do not equate to years of service.

Spotsylvania County Public Schools Salary Scales effective as of 7/1/2026

Grade	Grade Description	b bargain desc	Hours Worked	Days Worked	Step	Annual Amount	Daily Amount	Hourly Amount
T15F	TCH 10.5MO DOCT	CONTRACTED 10 MONTH EXEMPT EMP	7.50	210.00	0	$64,559	$307.42	$40.99
					1	$65,527	$312.03	$41.60
					2	$66,510	$316.71	$42.23
					3	$67,508	$321.47	$42.86
					4	$68,521	$326.29	$43.51
					5	$69,548	$331.18	$44.16
					6	$71,113	$338.63	$45.15
					7	$72,713	$346.25	$46.17
					8	$74,349	$354.04	$47.21
					9	$76,022	$362.01	$48.27
					10	$77,733	$370.16	$49.35
					11	$79,482	$378.49	$50.46
					12	$81,270	$387.00	$51.60
					13	$83,099	$395.71	$52.76
					14	$84,968	$404.61	$53.95
					15	$86,880	$413.71	$55.16
					16	$88,400	$420.95	$56.13
					17	$89,947	$428.32	$57.11
					18	$91,522	$435.82	$58.11
					19	$93,123	$443.44	$59.13
					20	$94,753	$451.20	$60.16
					21	$96,174	$457.97	$61.06
					22	$97,617	$464.84	$61.98
					23	$99,081	$471.81	$62.91
					24	$100,567	$478.89	$63.85
					25	$102,076	$486.08	$64.81
					26	$103,607	$493.37	$65.78
					27	$105,161	$500.77	$66.77
					28	$106,738	$508.28	$67.77
					29	$108,339	$515.90	$68.79
					30	$109,965	$523.64	$69.82

Steps do not equate to years of service.

Spotsylvania County Public Schools Salary Scales effective as of 7/1/2026

Grade	Grade Description	b bargain desc	Hours Worked	Days Worked	Step	Annual Amount	Daily Amount	Hourly Amount
T202	HDST COORD 11MO	CONTRACTED 11 MONTH EXEMPT EMP	7.50	202.00	0	$56,249	$278.46	$37.13
					1	$57,374	$284.03	$37.87
					2	$58,546	$289.83	$38.64
					3	$59,002	$292.09	$38.95
					4	$59,304	$293.58	$39.14
					5	$59,551	$294.81	$39.31
					6	$59,857	$296.32	$39.51
					7	$61,326	$303.59	$40.48
					8	$61,651	$305.20	$40.69
					9	$61,986	$306.86	$40.91
					10	$62,458	$309.20	$41.23
					11	$62,943	$311.60	$41.55
					12	$63,948	$316.57	$42.21
					13	$64,994	$321.75	$42.90
					14	$66,078	$327.12	$43.62
					15	$67,364	$333.49	$44.46
					16	$68,526	$339.24	$45.23
					17	$69,246	$342.80	$45.71
					18	$70,976	$351.37	$46.85
					19	$72,750	$360.15	$48.02
					20	$74,566	$369.14	$49.22
					21	$76,432	$378.38	$50.45
					22	$78,343	$387.84	$51.71
					23	$80,304	$397.54	$53.01
					24	$82,308	$407.47	$54.33
					25	$84,368	$417.66	$55.69
					26	$86,474	$428.09	$57.08
					27	$88,638	$438.80	$58.51
					28	$90,853	$449.77	$59.97
					29	$93,126	$461.02	$61.47
					30	$95,452	$472.53	$63.00
					31	$97,839	$484.35	$64.58
					32	$100,285	$496.46	$66.19
					33	$102,791	$508.87	$67.85
					34	$105,359	$521.58	$69.54
					35	$107,994	$534.62	$71.28
					36	$110,693	$547.99	$73.06
					37	$113,464	$561.70	$74.89
					38	$116,298	$575.73	$76.76
					39	$119,206	$590.13	$78.68

Steps do not equate to years of service.

Spotsylvania County Public Schools Salary Scales effective as of 7/1/2026

Grade	Grade Description	b bargain desc	Hours Worked	Days Worked	Step	Annual Amount	Daily Amount	Hourly Amount
T20B	HDSTCOOR11 BA15	CONTRACTED 11 MONTH EXEMPT EMP	7.50	202.00	0	$56,249	$278.46	$37.13
					1	$57,374	$284.03	$37.87
					2	$58,546	$289.83	$38.64
					3	$60,768	$300.83	$40.11
					4	$61,082	$302.39	$40.32
					5	$61,341	$303.67	$40.49
					6	$61,654	$305.22	$40.70
					7	$63,166	$312.70	$41.69
					8	$63,499	$314.35	$41.91
					9	$63,843	$316.05	$42.14
					10	$64,332	$318.48	$42.46
					11	$64,831	$320.95	$42.79
					12	$65,867	$326.07	$43.48
					13	$66,943	$331.40	$44.19
					14	$68,061	$336.94	$44.92
					15	$69,381	$343.47	$45.80
					16	$70,581	$349.41	$46.59
					17	$71,325	$353.09	$47.08
					18	$73,108	$361.92	$48.26
					19	$74,931	$370.95	$49.46
					20	$76,804	$380.22	$50.70
					21	$78,727	$389.74	$51.97
					22	$80,693	$399.47	$53.26
					23	$82,715	$409.48	$54.60
					24	$84,781	$419.71	$55.96
					25	$86,897	$430.18	$57.36
					26	$89,068	$440.93	$58.79
					27	$91,296	$451.96	$60.26
					28	$93,579	$463.26	$61.77
					29	$95,918	$474.84	$63.31
					30	$98,320	$486.73	$64.90
					31	$100,775	$498.89	$66.52
					32	$103,293	$511.35	$68.18
					33	$105,875	$524.13	$69.88
					34	$108,523	$537.24	$71.63
					35	$111,232	$550.65	$73.42
					36	$114,016	$564.44	$75.26
					37	$116,868	$578.55	$77.14
					38	$119,788	$593.01	$79.07
					39	$122,780	$607.82	$81.04

Steps do not equate to years of service.

Spotsylvania County Public Schools Salary Scales effective as of 7/1/2026

Grade	Grade Description	b bargain desc	Hours Worked	Days Worked	Step	Annual Amount	Daily Amount	Hourly Amount
T20C	HDSTCOOR11 MA	CONTRACTED 11 MONTH EXEMPT EMP	7.50	202.00	0	$60,190	$297.97	$39.73
					1	$61,394	$303.93	$40.52
					2	$62,647	$310.13	$41.35
					3	$63,132	$312.53	$41.67
					4	$63,453	$314.12	$41.88
					5	$63,722	$315.46	$42.06
					6	$64,049	$317.07	$42.28
					7	$65,621	$324.86	$43.31
					8	$65,962	$326.54	$43.54
					9	$66,320	$328.32	$43.78
					10	$66,830	$330.84	$44.11
					11	$67,346	$333.40	$44.45
					12	$68,425	$338.74	$45.17
					13	$69,546	$344.29	$45.90
					14	$70,704	$350.02	$46.67
					15	$72,076	$356.81	$47.57
					16	$73,324	$362.99	$48.40
					17	$74,090	$366.78	$48.90
					18	$75,945	$375.97	$50.13
					19	$77,843	$385.36	$51.38
					20	$79,789	$395.00	$52.67
					21	$81,785	$404.88	$53.98
					22	$83,823	$414.97	$55.33
					23	$85,925	$425.37	$56.72
					24	$88,071	$436.00	$58.13
					25	$90,274	$446.90	$59.59
					26	$92,530	$458.07	$61.08
					27	$97,212	$481.25	$64.17
					28	$99,646	$493.30	$65.77
					29	$102,135	$505.62	$67.42
					30	$104,690	$518.27	$69.10
					31	$107,303	$531.20	$70.83
					32	$109,985	$544.48	$72.60
					33	$112,734	$558.09	$74.41
					34	$115,554	$572.05	$76.27
					35	$118,443	$586.35	$78.18
					36	$121,407	$601.02	$80.14
					37	$124,442	$616.05	$82.14
					38	$127,551	$631.44	$84.19

Steps do not equate to years of service.

Spotsylvania County Public Schools Salary Scales effective as of 7/1/2026

Grade	Grade Description	b bargain desc	Hours Worked	Days Worked	Step	Annual Amount	Daily Amount	Hourly Amount
TEC1	TECH GR 1	CONTRACTED 12 MONTH NON-EXEMPT	7.50	243.00	0	$51,634	$212.49	$28.33
					1	$52,667	$216.74	$28.90
					2	$53,741	$221.16	$29.49
					3	$54,781	$225.44	$30.06
					4	$55,821	$229.72	$30.63
					5	$56,862	$234.00	$31.20
					6	$57,901	$238.28	$31.77
					7	$58,943	$242.56	$32.34
					8	$59,986	$246.86	$32.91
					9	$61,024	$251.13	$33.48
					10	$62,067	$255.42	$34.06
					11	$63,111	$259.72	$34.63
					12	$64,150	$263.99	$35.20
					13	$65,189	$268.27	$35.77
					14	$66,230	$272.55	$36.34
					15	$67,271	$276.84	$36.91
					16	$68,310	$281.11	$37.48
					17	$69,355	$285.41	$38.05
					18	$70,394	$289.69	$38.63
					19	$71,434	$293.97	$39.20
					20	$72,477	$298.26	$39.77
					21	$73,533	$302.60	$40.35
					22	$74,268	$305.63	$40.75
					23	$74,268	$305.63	$40.75
					24	$74,268	$305.63	$40.75
					25	$74,268	$305.63	$40.75
					26	$74,268	$305.63	$40.75
					27	$75,010	$308.68	$41.16
					28	$75,010	$308.68	$41.16
					29	$76,734	$315.78	$42.10
					30	$76,734	$315.78	$42.10
					31	$76,734	$315.78	$42.10
					32	$79,834	$328.54	$43.80
					33	$79,834	$328.54	$43.80
					34	$79,834	$328.54	$43.80
					35	$79,834	$328.54	$43.80

Steps do not equate to years of service.

Spotsylvania County Public Schools Salary Scales effective as of 7/1/2026

Grade	Grade Description	b bargain desc	Hours Worked	Days Worked	Step	Annual Amount	Daily Amount	Hourly Amount
TEC2	TECH GR 2	CONTRACTED 12 MONTH EXEMPT EMP	7.50	243.00	0	$72,280	$297.45	$39.66
					1	$73,726	$303.40	$40.45
					2	$75,231	$309.59	$41.28
					3	$76,691	$315.60	$42.08
					4	$78,146	$321.59	$42.88
					5	$79,604	$327.59	$43.68
					6	$81,062	$333.59	$44.48
					7	$82,519	$339.58	$45.28
					8	$83,975	$345.58	$46.08
					9	$85,432	$351.57	$46.88
					10	$86,891	$357.58	$47.68
					11	$88,350	$363.58	$48.48
					12	$89,806	$369.57	$49.28
					13	$91,263	$375.57	$50.08
					14	$92,720	$381.56	$50.88
					15	$94,176	$387.56	$51.67
					16	$95,633	$393.55	$52.47
					17	$97,092	$399.56	$53.27
					18	$98,546	$405.54	$54.07
					19	$100,006	$411.55	$54.87
					20	$101,462	$417.54	$55.67
					21	$102,944	$423.64	$56.49
					22	$103,972	$427.87	$57.05
					23	$103,972	$427.87	$57.05
					24	$103,972	$427.87	$57.05
					25	$103,972	$427.87	$57.05
					26	$103,972	$427.87	$57.05
					27	$105,012	$432.15	$57.62
					28	$105,012	$432.15	$57.62
					29	$106,737	$439.25	$58.57
					30	$106,737	$439.25	$58.57
					31	$106,737	$439.25	$58.57
					32	$108,872	$448.03	$59.74
					33	$108,872	$448.03	$59.74
					34	$108,872	$448.03	$59.74
					35	$108,872	$448.03	$59.74

Steps do not equate to years of service.

Spotsylvania County Public Schools Salary Scales effective as of 7/1/2026

Grade	Grade Description	b bargain desc	Hours Worked	Days Worked	Step	Annual Amount	Daily Amount	Hourly Amount
TEC3	TECH GR 3	CONTRACTED 12 MONTH EXEMPT EMP	7.50	243.00	0	$86,735	$356.93	$47.59
					1	$88,470	$364.07	$48.54
					2	$90,276	$371.51	$49.53
					3	$92,027	$378.71	$50.49
					4	$93,775	$385.91	$51.45
					5	$95,525	$393.11	$52.41
					6	$97,272	$400.30	$53.37
					7	$99,022	$407.50	$54.33
					8	$100,772	$414.70	$55.29
					9	$102,519	$421.89	$56.25
					10	$104,270	$429.09	$57.21
					11	$106,015	$436.28	$58.17
					12	$107,766	$443.48	$59.13
					13	$109,514	$450.67	$60.09
					14	$111,265	$457.88	$61.05
					15	$113,012	$465.07	$62.01
					16	$114,761	$472.27	$62.97
					17	$116,508	$479.46	$63.93
					18	$118,257	$486.65	$64.89
					19	$120,004	$493.84	$65.85
					20	$121,756	$501.05	$66.81
					21	$123,531	$508.36	$67.78
					22	$124,764	$513.43	$68.46
					23	$124,764	$513.43	$68.46
					24	$124,764	$513.43	$68.46
					25	$124,764	$513.43	$68.46
					26	$124,764	$513.43	$68.46
					27	$126,012	$518.57	$69.14
					28	$126,012	$518.57	$69.14
					29	$127,739	$525.67	$70.09
					30	$127,739	$525.67	$70.09
					31	$127,739	$525.67	$70.09
					32	$130,292	$536.18	$71.49
					33	$130,292	$536.18	$71.49
					34	$130,292	$536.18	$71.49
					35	$130,292	$536.18	$71.49

Steps do not equate to years of service.

Spotsylvania County Public Schools Salary Scales effective as of 7/1/2026

Grade	Grade Description	b bargain desc	Hours Worked	Days Worked	Step	Annual Amount	Daily Amount	Hourly Amount
TEC4	TECH GR 4	CONTRACTED 12 MONTH EXEMPT EMP	7.50	243.00	0	$91,941	$378.36	$50.45
					1	$93,780	$385.93	$51.46
					2	$95,695	$393.81	$52.51
					3	$97,546	$401.42	$53.52
					4	$99,400	$409.05	$54.54
					5	$101,256	$416.69	$55.56
					6	$103,107	$424.31	$56.57
					7	$104,960	$431.93	$57.59
					8	$106,814	$439.56	$58.61
					9	$108,669	$447.20	$59.63
					10	$110,523	$454.83	$60.64
					11	$112,377	$462.46	$61.66
					12	$114,231	$470.09	$62.68
					13	$116,083	$477.71	$63.69
					14	$117,934	$485.33	$64.71
					15	$119,791	$492.97	$65.73
					16	$121,645	$500.60	$66.75
					17	$123,502	$508.24	$67.77
					18	$125,354	$515.86	$68.78
					19	$127,207	$523.49	$69.80
					20	$129,061	$531.12	$70.82
					21	$130,943	$538.86	$71.85
					22	$132,251	$544.24	$72.57
					23	$132,251	$544.24	$72.57
					24	$132,251	$544.24	$72.57
					25	$132,251	$544.24	$72.57
					26	$132,251	$544.24	$72.57
					27	$133,577	$549.70	$73.29
					28	$133,577	$549.70	$73.29
					29	$135,299	$556.79	$74.24
					30	$135,299	$556.79	$74.24
					31	$135,299	$556.79	$74.24
					32	$138,003	$567.91	$75.72
					33	$138,003	$567.91	$75.72
					34	$138,003	$567.91	$75.72
					35	$138,003	$567.91	$75.72

Steps do not equate to years of service.