Spotsylvania County Public Schools Pay Scales - FY 2027 Adopted Budget

Grade	Grade Description	Grade Type	Step	FY2024	FY2025	FY2026	FY2027
1020	NURSE 10 NUR20	CONTRACTED 10 MONTH EXEMPT EMP	0	$41,563	$43,626	$43,822	$44,337
			1	$42,396	$44,499	$44,717	$45,224
			2	$43,244	$45,390	$45,611	$46,148
			3	$44,112	$46,301	$46,525	$47,071
			4	$44,990	$47,222	$47,459	$48,014
			5	$45,891	$48,168	$48,403	$48,978
			6	$46,810	$49,133	$49,372	$49,952
			7	$47,747	$50,116	$50,361	$50,952
			8	$48,702	$51,119	$51,369	$51,973
			9	$49,677	$52,142	$52,397	$53,013
			10	$50,671	$53,185	$53,446	$54,074
			11	$51,683	$54,248	$54,515	$55,156
			12	$52,717	$55,333	$55,604	$56,259
			13	$53,773	$56,441	$56,716	$57,383
			14	$54,844	$57,565	$57,852	$58,531
			15	$55,942	$58,717	$59,004	$59,703
			16	$57,060	$59,891	$60,185	$60,892
			17	$58,202	$61,089	$61,388	$62,111
			18	$59,366	$62,312	$62,616	$63,352
			19	$60,551	$63,556	$63,870	$64,620
			20	$61,769	$64,834	$65,145	$65,914
			21	$61,769	$64,834	$66,455	$67,230
			22	$61,769	$64,834	$66,455	$68,582
			23	$61,769	$64,834	$66,455	$68,582
			24	$61,769	$64,834	$66,455	$68,582
			25	$63,001	$66,127	$66,455	$68,582
			26	$63,001	$66,127	$67,780	$68,582
			27	$64,268	$67,458	$67,780	$69,949
			28	$64,268	$67,458	$69,144	$69,949
			29	$64,268	$67,458	$69,144	$71,357
			30	$65,553	$68,805	$69,144	$71,357
			31	$65,553	$68,805	$70,525	$71,357
			32	$65,553	$68,805	$70,525	$72,782
			33	$65,553	$68,805	$70,525	$72,782
			34	$65,553	$68,805	$70,525	$72,782
			35	$66,862	$70,179	$70,525	$72,782

Note: Steps do not equate to years of service.

Spotsylvania County Public Schools Pay Scales - FY 2027 Adopted Budget

Grade	Grade Description	Grade Type	Step	FY2024	FY2025	FY2026	FY2027
1022	NURSE 10 NUR22	CONTRACTED 10 MONTH EXEMPT EMP	0	$46,826	$49,149	$49,369	$49,950
			1	$47,879	$50,255	$50,378	$50,949
			2	$48,965	$51,394	$51,511	$51,990
			3	$50,069	$52,554	$52,679	$53,159
			4	$51,201	$53,741	$53,868	$54,365
			5	$52,361	$54,960	$55,085	$55,592
			6	$53,542	$56,198	$56,334	$56,848
			7	$54,755	$57,472	$57,603	$58,137
			8	$55,993	$58,772	$58,909	$59,446
			9	$57,262	$60,103	$60,241	$60,794
			10	$58,557	$61,463	$61,606	$62,169
			11	$59,882	$62,853	$63,000	$63,577
			12	$61,239	$64,278	$64,424	$65,016
			13	$62,625	$65,733	$65,885	$66,486
			14	$64,045	$67,223	$67,376	$67,993
			15	$65,495	$68,744	$68,904	$69,532
			16	$66,981	$70,304	$70,463	$71,109
			17	$68,501	$71,900	$72,062	$72,718
			18	$70,055	$73,531	$73,698	$74,368
			19	$71,645	$75,199	$75,369	$76,056
			20	$73,271	$76,907	$77,079	$77,781
			21	$73,271	$76,907	$78,830	$79,546
			22	$73,271	$76,907	$78,830	$81,353
			23	$73,271	$76,907	$78,830	$81,353
			24	$73,271	$76,907	$78,830	$81,353
			25	$74,931	$78,649	$78,830	$81,353
			26	$74,931	$78,649	$80,615	$81,353
			27	$76,637	$80,440	$80,615	$83,195
			28	$76,637	$80,440	$82,451	$83,195
			29	$76,637	$80,440	$82,451	$85,089
			30	$78,380	$82,269	$82,451	$85,089
			31	$78,380	$82,269	$84,326	$85,089
			32	$78,380	$82,269	$84,326	$87,024
			33	$78,380	$82,269	$84,326	$87,024
			34	$78,380	$82,269	$84,326	$87,024
			35	$80,157	$84,135	$84,326	$87,024

Note: Steps do not equate to years of service.

Spotsylvania County Public Schools Pay Scales - FY 2027 Adopted Budget

Grade	Grade Description	Grade Type	Step	FY2024	FY2025	FY2026	FY2027
1220	NURSE 12 N1220	CONTRACTED 12 MONTH EXEMPT EMP	0	$54,031	$56,712	$56,967	$57,637
			1	$55,112	$57,847	$58,130	$58,790
			2	$56,218	$59,008	$59,293	$59,990
			3	$57,346	$60,191	$60,483	$61,190
			4	$58,491	$61,393	$61,696	$62,418
			5	$59,661	$62,621	$62,928	$63,670
			6	$60,857	$63,876	$64,187	$64,942
			7	$62,073	$65,153	$65,473	$66,241
			8	$63,314	$66,456	$66,782	$67,568
			9	$64,580	$67,784	$68,117	$68,919
			10	$65,872	$69,140	$69,479	$70,297
			11	$67,187	$70,521	$70,869	$71,702
			12	$68,527	$71,927	$72,284	$73,137
			13	$69,902	$73,370	$73,725	$74,597
			14	$71,295	$74,833	$75,204	$76,084
			15	$72,725	$76,333	$76,704	$77,611
			16	$74,178	$77,859	$78,241	$79,159
			17	$75,661	$79,415	$79,805	$80,745
			18	$77,174	$81,003	$81,400	$82,359
			19	$78,715	$82,621	$83,028	$84,005
			20	$80,301	$84,285	$84,687	$85,685
			21	$80,301	$84,285	$86,392	$87,397
			22	$80,301	$84,285	$86,392	$89,157
			23	$80,301	$84,285	$86,392	$89,157
			24	$80,301	$84,285	$86,392	$89,157
			25	$81,899	$85,963	$86,392	$89,157
			26	$81,899	$85,963	$88,112	$89,157
			27	$83,547	$87,693	$88,112	$90,932
			28	$83,547	$87,693	$89,885	$90,932
			29	$83,547	$87,693	$89,885	$92,761
			30	$85,217	$89,445	$89,885	$92,761
			31	$85,217	$89,445	$91,681	$92,761
			32	$85,217	$89,445	$91,681	$94,615
			33	$85,217	$89,445	$91,681	$94,615
			34	$85,217	$89,445	$91,681	$94,615
			35	$86,921	$91,234	$91,681	$94,615

Note: Steps do not equate to years of service.

Spotsylvania County Public Schools Pay Scales - FY 2027 Adopted Budget

Grade	Grade Description	Grade Type	Step	FY2024	FY2025	FY2026	FY2027
1222	NURSE 12 N1222	CONTRACTED 12 MONTH EXEMPT EMP	0	$60,872	$63,892	$64,179	$64,934
			1	$62,242	$65,330	$65,489	$66,233
			2	$63,653	$66,812	$66,963	$67,585
			3	$65,091	$68,320	$68,482	$69,106
			4	$66,558	$69,861	$70,028	$70,673
			5	$68,068	$71,446	$71,608	$72,269
			6	$69,606	$73,059	$73,232	$73,899
			7	$71,181	$74,712	$74,885	$75,575
			8	$72,789	$76,401	$76,580	$77,281
			9	$74,438	$78,132	$78,311	$79,031
			10	$76,120	$79,897	$80,085	$80,817
			11	$77,844	$81,707	$81,894	$82,648
			12	$79,609	$83,559	$83,750	$84,515
			13	$81,413	$85,453	$85,648	$86,430
			14	$83,259	$87,390	$87,589	$88,389
			15	$85,143	$89,368	$89,575	$90,392
			16	$87,073	$91,394	$91,602	$92,441
			17	$89,051	$93,469	$93,679	$94,533
			18	$91,070	$95,588	$95,806	$96,677
			19	$93,135	$97,756	$97,978	$98,872
			20	$95,250	$99,976	$100,200	$101,113
			21	$95,250	$99,976	$102,475	$103,406
			22	$95,250	$99,976	$102,475	$105,754
			23	$95,250	$99,976	$102,475	$105,754
			24	$95,250	$99,976	$102,475	$105,754
			25	$97,411	$102,244	$102,475	$105,754
			26	$97,411	$102,244	$104,800	$105,754
			27	$99,627	$104,571	$104,800	$108,154
			28	$99,627	$104,571	$107,185	$108,154
			29	$99,627	$104,571	$107,185	$110,615
			30	$101,893	$106,949	$107,185	$110,615
			31	$101,893	$106,949	$109,623	$110,615
			32	$101,893	$106,949	$109,623	$113,131
			33	$101,893	$106,949	$109,623	$113,131
			34	$101,893	$106,949	$109,623	$113,131
			35	$104,204	$109,375	$109,623	$113,131

Note: Steps do not equate to years of service.

Spotsylvania County Public Schools Pay Scales - FY 2027 Adopted Budget

Grade	Grade Description	Grade Type	Step	FY2024	FY2025	FY2026	FY2027
185D	INTERPRETER	CONTRACTED 10 MONTH NON-EXEMPT	0	$29,412	$30,871	$31,010	$31,375
			1	$30,267	$31,769	$31,643	$32,002
			2	$31,147	$32,693	$32,563	$32,656
			3	$32,054	$33,645	$33,510	$33,605
			4	$32,957	$34,593	$34,486	$34,582
			5	$33,909	$35,592	$35,458	$35,590
			6	$34,884	$36,615	$36,482	$36,593
			7	$35,861	$37,640	$37,530	$37,649
			8	$36,860	$38,689	$38,581	$38,731
			9	$37,912	$39,793	$39,656	$39,816
			10	$38,960	$40,893	$40,788	$40,925
			11	$40,072	$42,060	$41,915	$42,093
			12	$41,174	$43,217	$43,112	$43,256
			13	$42,257	$44,354	$44,297	$44,492
			14	$43,505	$45,663	$45,463	$45,715
			15	$44,702	$46,920	$46,805	$46,918
			16	$45,921	$48,199	$48,093	$48,303
			17	$47,215	$49,558	$49,404	$49,632
			18	$48,502	$50,908	$50,797	$50,985
			19	$49,820	$52,292	$52,181	$52,423
			20	$51,592	$54,151	$53,599	$53,851
			21	$51,592	$54,151	$55,505	$55,314
			22	$51,592	$54,151	$55,505	$57,281
			23	$51,592	$54,151	$55,505	$57,281
			24	$51,592	$54,151	$55,505	$57,281
			25	$52,108	$54,694	$55,505	$57,281
			26	$52,108	$54,694	$56,061	$57,281
			27	$53,822	$56,492	$56,061	$57,855
			28	$53,822	$56,492	$57,904	$57,855
			29	$53,822	$56,492	$57,904	$59,757
			30	$54,901	$57,625	$57,904	$59,757
			31	$54,901	$57,625	$59,066	$59,757
			32	$54,901	$57,625	$59,066	$60,956
			33	$54,901	$57,625	$59,066	$60,956
			34	$54,901	$57,625	$59,066	$60,956
			35	$55,994	$58,773	$59,066	$60,956

Note: Steps do not equate to years of service.

Spotsylvania County Public Schools Pay Scales - FY 2027 Adopted Budget

Grade	Grade Description	Grade Type	Step	FY2024	FY2025	FY2026	FY2027
200D	INTERPRETER	CONTRACTED 10 MONTH NON-EXEMPT	0	$53,269	$55,911	$56,163	$56,824
			1	$54,599	$57,308	$57,309	$57,960
			2	$55,964	$58,741	$58,741	$59,143
			3	$57,364	$60,210	$60,210	$60,621
			4	$58,799	$61,717	$61,715	$62,137
			5	$60,267	$63,257	$63,260	$63,690
			6	$61,775	$64,840	$64,838	$65,284
			7	$63,319	$66,461	$66,461	$66,913
			8	$64,901	$68,121	$68,123	$68,588
			9	$66,525	$69,826	$69,824	$70,303
			10	$68,187	$71,571	$71,572	$72,058
			11	$69,891	$73,359	$73,360	$73,862
			12	$71,639	$75,194	$75,193	$75,708
			13	$73,429	$77,072	$77,074	$77,599
			14	$75,264	$78,999	$78,999	$79,540
			15	$77,144	$80,971	$80,974	$81,527
			16	$79,073	$82,997	$82,995	$83,565
			17	$81,047	$85,069	$85,072	$85,651
			18	$83,077	$87,199	$87,196	$87,794
			19	$85,155	$89,380	$89,379	$89,986
			20	$87,283	$91,614	$91,615	$92,239
			21	$89,463	$93,902	$93,904	$94,547
			22	$91,702	$96,251	$96,250	$96,909
			23	$93,991	$98,654	$98,657	$99,330
			24	$96,341	$101,121	$101,120	$101,814
			25	$98,753	$103,653	$103,649	$104,356
			26	$101,221	$106,243	$106,244	$106,966
			27	$103,749	$108,898	$108,899	$109,644
			28	$106,342	$111,618	$111,620	$112,384
			29	$109,002	$114,410	$114,408	$115,192
			30	$111,728	$117,273	$117,270	$118,069
			31	$111,728	$117,273	$120,205	$121,023
			32	$111,728	$117,273	$120,205	$124,052
			33	$111,728	$117,273	$120,205	$124,052
			34	$111,728	$117,273	$120,205	$124,052
			35	$111,728	$117,273	$120,205	$124,052

Note: Steps do not equate to years of service.

Spotsylvania County Public Schools Pay Scales - FY 2027 Adopted Budget

Grade	Grade Description	Grade Type	Step	FY2024	FY2025	FY2026	FY2027
A185	PARAEDUCATOR	CONTRACTED 10 MONTH NON-EXEMPT	0	$22,508	$23,854	$24,450	$24,737
			1	$23,154	$24,539	$25,152	$25,957
			2	$23,820	$25,245	$25,876	$26,704
			3	$24,513	$25,979	$26,628	$27,480
			4	$25,220	$26,728	$27,396	$28,273
			5	$25,923	$27,474	$28,161	$29,062
			6	$26,673	$28,268	$28,975	$29,902
			7	$27,446	$29,088	$29,815	$30,769
			8	$28,239	$29,928	$30,676	$31,658
			9	$29,049	$30,787	$31,557	$32,567
			10	$29,889	$31,677	$32,469	$33,508
			11	$30,756	$32,595	$33,410	$34,479
			12	$31,638	$33,530	$34,368	$35,468
			13	$32,524	$34,469	$35,331	$36,462
			14	$33,465	$35,466	$36,353	$37,516
			15	$34,433	$36,493	$37,405	$38,602
			16	$35,426	$37,545	$38,484	$39,715
			17	$36,450	$38,630	$39,596	$40,863
			18	$37,508	$39,752	$40,746	$42,050
			19	$38,591	$40,899	$41,921	$43,262
			20	$40,085	$42,482	$43,544	$44,937
			21	$40,085	$42,482	$43,544	$44,937
			22	$40,085	$42,482	$43,544	$44,937
			23	$40,085	$42,482	$43,544	$44,937
			24	$40,085	$42,482	$43,544	$44,937
			25	$40,884	$43,330	$44,413	$45,834
			26	$41,702	$44,196	$45,301	$46,751
			27	$41,702	$44,196	$45,301	$46,751
			28	$44,238	$46,883	$48,055	$49,593
			29	$44,680	$47,352	$48,536	$50,089
			30	$45,577	$48,303	$49,511	$51,095
			31	$45,577	$48,303	$49,511	$51,095
			32	$45,577	$48,303	$49,511	$51,095
			33	$45,577	$48,303	$49,511	$51,095
			34	$45,577	$48,303	$49,511	$51,095
			35	$46,486	$49,266	$50,498	$52,114

Note: Steps do not equate to years of service.

Spotsylvania County Public Schools Pay Scales - FY 2027 Adopted Budget

Grade	Grade Description	Grade Type	Step	FY2024	FY2025	FY2026	FY2027
A186	INTERIM TEACHER	CONTRACTED 10 MONTH EXEMPT EMP	0	$0	$46,708	$47,876	$49,408
			1	$0	$49,303	$50,536	$52,153

Note: Steps do not equate to years of service.

Spotsylvania County Public Schools Pay Scales - FY 2027 Adopted Budget

Grade	Grade Description	Grade Type	Step	FY2024	FY2025	FY2026	FY2027
A202	HS FAM SRV WRKR	CONTRACTED 11 MONTH NON-EXEMPT	0	$24,575	$25,794	$25,909	$26,214
			1	$25,281	$26,535	$26,439	$26,738
			2	$26,012	$27,302	$27,198	$27,285
			3	$26,762	$28,090	$27,985	$28,068
			4	$27,538	$28,905	$28,792	$28,881
			5	$28,302	$29,706	$29,628	$29,713
			6	$29,122	$30,566	$30,449	$30,576
			7	$29,964	$31,451	$31,330	$31,423
			8	$30,831	$32,361	$32,237	$32,333
			9	$31,719	$33,294	$33,170	$33,269
			10	$32,636	$34,256	$34,126	$34,231
			11	$33,580	$35,247	$35,112	$35,218
			12	$34,544	$36,258	$36,128	$36,236
			13	$35,512	$37,274	$37,164	$37,284
			14	$36,539	$38,352	$38,206	$38,353
			15	$37,595	$39,460	$39,311	$39,429
			16	$38,678	$40,597	$40,447	$40,569
			17	$39,800	$41,775	$41,612	$41,741
			18	$40,954	$42,986	$42,819	$42,944
			19	$42,134	$44,225	$44,061	$44,189
			20	$43,767	$45,939	$45,331	$45,471
			21	$43,767	$45,939	$47,087	$46,782
			22	$43,767	$45,939	$47,087	$48,594
			23	$43,767	$45,939	$47,087	$48,594
			24	$43,767	$45,939	$47,087	$48,594
			25	$44,642	$46,857	$47,087	$48,594
			26	$45,533	$47,793	$48,028	$48,594
			27	$45,533	$47,793	$48,988	$49,565
			28	$48,303	$50,700	$48,988	$50,556
			29	$48,789	$51,211	$51,968	$50,556
			30	$49,763	$52,232	$52,491	$53,631
			31	$49,763	$52,232	$53,538	$54,171
			32	$49,763	$52,232	$53,538	$55,251
			33	$49,763	$52,232	$53,538	$55,251
			34	$49,763	$52,232	$53,538	$55,251
			35	$50,756	$53,275	$53,538	$55,251

Note: Steps do not equate to years of service.

Spotsylvania County Public Schools Pay Scales - FY 2027 Adopted Budget

Grade	Grade Description	Grade Type	Step	FY2024	FY2025	FY2026	FY2027
AA	ADMN ASST	CONTRACTED 12 MONTH NON-EXEMPT	0	$46,159	$48,449	$48,668	$49,240
			1	$47,313	$49,660	$49,660	$50,225
			2	$48,447	$50,851	$50,902	$51,249
			3	$49,629	$52,092	$52,122	$52,531
			4	$50,835	$53,357	$53,394	$53,790
			5	$52,074	$54,658	$54,691	$55,103
			6	$53,351	$55,998	$56,024	$56,441
			7	$54,654	$57,366	$57,398	$57,817
			8	$55,992	$58,771	$58,800	$59,235
			9	$57,371	$60,218	$60,240	$60,682
			10	$58,773	$61,689	$61,723	$62,168
			11	$60,225	$63,213	$63,231	$63,698
			12	$61,710	$64,772	$64,793	$65,254
			13	$63,230	$66,367	$66,391	$66,866
			14	$64,794	$68,010	$68,026	$68,516
			15	$66,368	$69,662	$69,710	$70,203
			16	$68,048	$71,425	$71,404	$71,941
			17	$69,748	$73,209	$73,211	$73,689
			18	$72,060	$75,636	$75,039	$75,554
			19	$73,270	$76,906	$77,527	$77,440
			20	$76,493	$80,289	$78,829	$80,008
			21	$76,493	$80,289	$82,296	$81,352
			22	$76,493	$80,289	$82,296	$84,929
			23	$76,493	$80,289	$82,296	$84,929
			24	$76,493	$80,289	$82,296	$84,929
			25	$77,253	$81,086	$82,296	$84,929
			26	$77,253	$81,086	$83,113	$84,929
			27	$79,088	$83,013	$83,113	$85,773
			28	$79,088	$83,013	$85,088	$85,773
			29	$79,088	$83,013	$85,088	$87,811
			30	$80,672	$84,674	$85,088	$87,811
			31	$80,672	$84,674	$86,791	$87,811
			32	$80,672	$84,674	$86,791	$89,568
			33	$80,672	$84,674	$86,791	$89,568
			34	$80,672	$84,674	$86,791	$89,568
			35	$82,283	$86,367	$86,791	$89,568

Note: Steps do not equate to years of service.

Spotsylvania County Public Schools Pay Scales - FY 2027 Adopted Budget

Grade	Grade Description	Grade Type	Step	FY2024	FY2025	FY2026	FY2027
AAEX	ADMN ASST EX	CONTRACTED 12 MONTH EXEMPT EMP	0	$51,980	$54,559	$54,805	$55,450
			1	$53,137	$55,773	$55,923	$56,559
			2	$54,270	$56,963	$57,167	$57,713
			3	$55,451	$58,202	$58,387	$58,996
			4	$56,660	$59,471	$59,657	$60,255
			5	$57,894	$60,767	$60,958	$61,566
			6	$59,174	$62,110	$62,286	$62,909
			7	$60,477	$63,478	$63,663	$64,279
			8	$61,811	$64,879	$65,065	$65,700
			9	$63,193	$66,329	$66,501	$67,147
			10	$64,596	$67,801	$67,987	$68,629
			11	$66,044	$69,321	$69,496	$70,163
			12	$67,533	$70,884	$71,054	$71,720
			13	$69,051	$72,477	$72,656	$73,328
			14	$70,617	$74,121	$74,289	$74,981
			15	$72,193	$75,775	$75,974	$76,666
			16	$73,870	$77,535	$77,669	$78,405
			17	$75,569	$79,318	$79,473	$80,154
			18	$77,885	$81,749	$81,301	$82,016
			19	$79,093	$83,018	$83,793	$83,903
			20	$82,315	$86,399	$85,093	$86,474
			21	$82,315	$86,399	$88,559	$87,816
			22	$82,315	$86,399	$88,559	$91,393
			23	$82,315	$86,399	$88,559	$91,393
			24	$82,315	$86,399	$88,559	$91,393
			25	$83,074	$87,196	$88,559	$91,393
			26	$83,074	$87,196	$89,376	$91,393
			27	$84,910	$89,124	$89,376	$92,236
			28	$84,910	$89,124	$91,352	$92,236
			29	$84,910	$89,124	$91,352	$94,275
			30	$86,492	$90,783	$91,352	$94,275
			31	$86,492	$90,783	$93,053	$94,275
			32	$86,492	$90,783	$93,053	$96,031
			33	$86,492	$90,783	$93,053	$96,031
			34	$86,492	$90,783	$93,053	$96,031
			35	$88,106	$92,478	$93,053	$96,031

Note: Steps do not equate to years of service.

Spotsylvania County Public Schools Pay Scales - FY 2027 Adopted Budget

Grade	Grade Description	Grade Type	Step	FY2024	FY2025	FY2026	FY2027
AD	ACTIVITIES DIR	CONTRACTED 12 MONTH EXEMPT EMP	0	$100,110	$105,078	$105,551	$106,026
			1	$101,111	$106,128	$107,705	$108,190
			2	$102,119	$107,186	$108,781	$110,354
			3	$103,113	$108,229	$109,866	$112,561
			4	$104,117	$109,283	$110,935	$114,812
			5	$105,119	$110,335	$112,015	$117,108
			6	$106,120	$111,386	$113,093	$119,450
			7	$107,124	$112,440	$114,171	$120,645
			8	$108,121	$113,485	$115,251	$121,851
			9	$109,128	$114,542	$116,322	$123,070
			10	$110,126	$115,591	$117,406	$124,300
			11	$111,128	$116,642	$118,481	$125,543
			12	$112,123	$117,687	$119,558	$126,799
			13	$113,129	$118,743	$120,629	$128,067
			14	$114,132	$119,795	$121,712	$129,348
			15	$115,128	$120,841	$122,790	$130,641
			16	$115,128	$120,841	$123,862	$131,947
			17	$115,128	$120,841	$123,862	$132,607
			18	$115,128	$120,841	$123,862	$133,270
			19	$115,128	$120,841	$123,862	$133,937
			20	$115,128	$120,841	$123,862	$134,606
			21	$115,128	$120,841	$123,862	$135,279
			22	$115,128	$120,841	$123,862	$135,956
			23	$115,128	$120,841	$123,862	$136,635
			24	$115,128	$120,841	$123,862	$137,319
			25	$115,128	$120,841	$123,862	$138,005
			26	$115,128	$120,841	$123,862	$138,695
			27	$116,768	$122,563	$123,862	$139,389

Note: Steps do not equate to years of service.

Spotsylvania County Public Schools Pay Scales - FY 2027 Adopted Budget

Grade	Grade Description	Grade Type	Step	FY2024	FY2025	FY2026	FY2027
AD1	ACT. DR +MSTR	CONTRACTED 12 MONTH EXEMPT EMP	0	$103,026	$108,138	$108,624	$108,581
			1	$104,056	$109,219	$110,841	$110,796
			2	$105,088	$110,303	$111,949	$113,012
			3	$106,117	$111,382	$113,061	$115,273
			4	$107,145	$112,462	$114,167	$117,578
			5	$108,177	$113,545	$115,274	$119,930
			6	$109,206	$114,625	$116,384	$122,328
			7	$110,235	$115,705	$117,491	$123,552
			8	$111,269	$116,790	$118,598	$124,787
			9	$112,300	$117,872	$119,710	$126,035
			10	$113,329	$118,952	$120,819	$127,295
			11	$114,359	$120,033	$121,926	$128,568
			12	$115,390	$121,116	$123,034	$129,854
			13	$116,420	$122,196	$124,144	$131,152
			14	$117,453	$123,281	$125,251	$132,464
			15	$118,478	$124,357	$126,363	$133,789
			16	$118,478	$124,357	$127,466	$135,127
			17	$118,478	$124,357	$127,466	$135,802
			18	$118,478	$124,357	$127,466	$136,481
			19	$118,478	$124,357	$127,466	$137,164
			20	$118,478	$124,357	$127,466	$137,849
			21	$118,478	$124,357	$127,466	$138,539
			22	$118,478	$124,357	$127,466	$139,231
			23	$118,478	$124,357	$127,466	$139,927
			24	$118,478	$124,357	$127,466	$140,627
			25	$118,478	$124,357	$127,466	$141,330
			26	$118,478	$124,357	$127,466	$142,037
			27	$120,167	$126,130	$127,466	$142,747

Note: Steps do not equate to years of service.

Spotsylvania County Public Schools Pay Scales - FY 2027 Adopted Budget

Grade	Grade Description	Grade Type	Step	FY2024	FY2025	FY2026	FY2027
AM20	TRANS AM20	CONTRACTED 12 MONTH EXEMPT EMP	0	$43,271	$45,418	$45,622	$46,159
			1	$44,014	$46,198	$46,553	$47,082
			2	$45,296	$47,544	$47,353	$48,043
			3	$46,432	$48,735	$48,733	$48,868
			4	$47,561	$49,921	$49,953	$50,292
			5	$48,696	$51,112	$51,169	$51,551
			6	$49,830	$52,302	$52,390	$52,806
			7	$50,953	$53,482	$53,610	$54,066
			8	$52,088	$54,673	$54,819	$55,326
			9	$53,218	$55,859	$56,040	$56,573
			10	$54,356	$57,054	$57,255	$57,833
			11	$55,487	$58,240	$58,480	$59,087
			12	$56,620	$59,430	$59,696	$60,351
			13	$57,746	$60,611	$60,916	$61,606
			14	$58,883	$61,805	$62,126	$62,865
			15	$60,017	$62,995	$63,350	$64,114
			16	$61,144	$64,177	$64,570	$65,377
			17	$62,281	$65,371	$65,781	$66,636
			18	$63,406	$66,552	$67,005	$67,886
			19	$64,541	$67,744	$68,216	$69,149
			20	$66,316	$69,606	$69,438	$70,399
			21	$66,316	$69,606	$71,346	$71,660
			22	$66,316	$69,606	$71,346	$73,629
			23	$66,316	$69,606	$71,346	$73,629
			24	$66,316	$69,606	$71,346	$73,629
			25	$66,977	$70,301	$71,346	$73,629
			26	$66,977	$70,301	$72,059	$73,629
			27	$68,726	$72,136	$72,059	$74,365
			28	$68,726	$72,136	$73,939	$74,365
			29	$68,726	$72,136	$73,939	$76,305
			30	$70,099	$73,577	$73,939	$76,305
			31	$70,099	$73,577	$75,416	$76,305
			32	$70,099	$73,577	$75,416	$77,829
			33	$70,099	$73,577	$75,416	$77,829
			34	$70,099	$73,577	$75,416	$77,829
			35	$71,501	$75,049	$75,416	$77,829

Note: Steps do not equate to years of service.

Spotsylvania County Public Schools Pay Scales - FY 2027 Adopted Budget

Grade	Grade Description	Grade Type	Step	FY2024	FY2025	FY2026	FY2027
AM20	TRANS AM20	CONTRACTED 12 MONTH NON-EXEMPT	0	$43,271	$45,418	$45,622	$46,159
			1	$44,014	$46,198	$46,553	$47,082
			2	$45,296	$47,544	$47,353	$48,043
			3	$46,432	$48,735	$48,733	$48,868
			4	$47,561	$49,921	$49,953	$50,292
			5	$48,696	$51,112	$51,169	$51,551
			6	$49,830	$52,302	$52,390	$52,806
			7	$50,953	$53,482	$53,610	$54,066
			8	$52,088	$54,673	$54,819	$55,326
			9	$53,218	$55,859	$56,040	$56,573
			10	$54,356	$57,054	$57,255	$57,833
			11	$55,487	$58,240	$58,480	$59,087
			12	$56,620	$59,430	$59,696	$60,351
			13	$57,746	$60,611	$60,916	$61,606
			14	$58,883	$61,805	$62,126	$62,865
			15	$60,017	$62,995	$63,350	$64,114
			16	$61,144	$64,177	$64,570	$65,377
			17	$62,281	$65,371	$65,781	$66,636
			18	$63,406	$66,552	$67,005	$67,886
			19	$64,541	$67,744	$68,216	$69,149
			20	$66,316	$69,606	$69,438	$70,399
			21	$66,316	$69,606	$71,346	$71,660
			22	$66,316	$69,606	$71,346	$73,629
			23	$66,316	$69,606	$71,346	$73,629
			24	$66,316	$69,606	$71,346	$73,629
			25	$66,977	$70,301	$71,346	$73,629
			26	$66,977	$70,301	$72,059	$73,629
			27	$68,726	$72,136	$72,059	$74,365
			28	$68,726	$72,136	$73,939	$74,365
			29	$68,726	$72,136	$73,939	$76,305
			30	$70,099	$73,577	$73,939	$76,305
			31	$70,099	$73,577	$75,416	$76,305
			32	$70,099	$73,577	$75,416	$77,829
			33	$70,099	$73,577	$75,416	$77,829
			34	$70,099	$73,577	$75,416	$77,829
			35	$71,501	$75,049	$75,416	$77,829

Note: Steps do not equate to years of service.

Spotsylvania County Public Schools Pay Scales - FY 2027 Adopted Budget

Grade	Grade Description	Grade Type	Step	FY2024	FY2025	FY2026	FY2027
APUR	ASST PUR AGT	CONTRACTED 12 MONTH EXEMPT EMP	0	$0	$54,993	$55,241	$55,891
			1	$0	$56,670	$56,368	$57,009
			2	$0	$58,389	$58,087	$58,172
			3	$0	$60,149	$59,849	$59,946
			4	$0	$61,955	$61,653	$61,764
			5	$0	$63,810	$63,504	$63,626
			6	$0	$65,706	$65,405	$65,536
			7	$0	$67,651	$67,349	$67,498
			8	$0	$69,646	$69,342	$69,504
			9	$0	$71,690	$71,387	$71,561
			10	$0	$73,783	$73,482	$73,671
			11	$0	$75,933	$75,628	$75,833
			12	$0	$78,129	$77,831	$78,048
			13	$0	$80,388	$80,082	$80,322
			14	$0	$82,700	$82,398	$82,645
			15	$0	$85,064	$84,768	$85,035
			16	$0	$87,496	$87,191	$87,481
			17	$0	$89,988	$89,683	$89,981
			18	$0	$92,539	$92,238	$92,553
			19	$0	$95,153	$94,852	$95,190
			20	$0	$97,837	$97,532	$97,887
			21	$0	$100,581	$100,283	$100,653
			22	$0	$103,399	$103,096	$103,492
			23	$0	$106,286	$105,984	$106,395
			24	$0	$109,247	$108,943	$109,375
			25	$0	$112,278	$111,978	$112,429
			26	$0	$115,391	$115,085	$115,561
			27	$0	$118,580	$118,276	$118,768
			28	$0	$121,844	$121,545	$122,061
			29	$0	$125,193	$124,890	$125,434
			30	$0	$128,626	$128,323	$128,886
			31	$0	$128,626	$131,842	$132,429
			32	$0	$128,626	$131,842	$136,061
			33	$0	$128,626	$131,842	$136,061
			34	$0	$128,626	$131,842	$136,061
			35	$0	$128,626	$131,842	$136,061

Note: Steps do not equate to years of service.

Spotsylvania County Public Schools Pay Scales - FY 2027 Adopted Budget

Grade	Grade Description	Grade Type	Step	FY2024	FY2025	FY2026	FY2027
APUR	ASST PUR AGT	CONTRACTED 12 MONTH NON-EXEMPT	0	$52,393	$54,993	$55,241	$55,891
			1	$53,991	$56,670	$56,368	$57,009
			2	$55,628	$58,389	$58,087	$58,172
			3	$57,306	$60,149	$59,849	$59,946
			4	$59,026	$61,955	$61,653	$61,764
			5	$60,793	$63,810	$63,504	$63,626
			6	$62,600	$65,706	$65,405	$65,536
			7	$64,453	$67,651	$67,349	$67,498
			8	$66,353	$69,646	$69,342	$69,504
			9	$68,301	$71,690	$71,387	$71,561
			10	$70,295	$73,783	$73,482	$73,671
			11	$72,343	$75,933	$75,628	$75,833
			12	$74,436	$78,129	$77,831	$78,048
			13	$76,588	$80,388	$80,082	$80,322
			14	$78,790	$82,700	$82,398	$82,645
			15	$81,042	$85,064	$84,768	$85,035
			16	$83,361	$87,496	$87,191	$87,481
			17	$85,734	$89,988	$89,683	$89,981
			18	$88,164	$92,539	$92,238	$92,553
			19	$90,655	$95,153	$94,852	$95,190
			20	$93,212	$97,837	$97,532	$97,887
			21	$95,826	$100,581	$100,283	$100,653
			22	$98,511	$103,399	$103,096	$103,492
			23	$101,261	$106,286	$105,984	$106,395
			24	$104,082	$109,247	$108,943	$109,375
			25	$106,971	$112,278	$111,978	$112,429
			26	$109,936	$115,391	$115,085	$115,561
			27	$112,974	$118,580	$118,276	$118,768
			28	$116,084	$121,844	$121,545	$122,061
			29	$119,275	$125,193	$124,890	$125,434
			30	$122,546	$128,626	$128,323	$128,886
			31	$122,546	$128,626	$131,842	$132,429
			32	$122,546	$128,626	$131,842	$136,061
			33	$122,546	$128,626	$131,842	$136,061
			34	$122,546	$128,626	$131,842	$136,061
			35	$122,546	$128,626	$131,842	$136,061

Note: Steps do not equate to years of service.

Spotsylvania County Public Schools Pay Scales - FY 2027 Adopted Budget

Grade	Grade Description	Grade Type	Step	FY2024	FY2025	FY2026	FY2027
ASP	ASSISTANT SUPT	CONTRACTED 12 MONTH EXEMPT EMP	0	$134,146	$140,802	$141,436	$142,129
			1	$136,829	$143,618	$144,322	$144,972
			2	$139,566	$146,491	$147,208	$147,930
			3	$142,356	$149,419	$150,153	$150,888
			4	$145,205	$152,409	$153,154	$153,907
			5	$148,108	$155,457	$156,219	$156,983
			6	$151,068	$158,563	$159,343	$160,124
			7	$154,088	$161,734	$162,527	$163,327
			8	$155,168	$162,868	$165,777	$166,590
			9	$156,256	$164,009	$166,940	$169,921
			10	$157,349	$165,156	$168,109	$171,114
			11	$158,450	$166,312	$169,285	$172,312
			12	$159,558	$167,475	$170,470	$173,517
			13	$160,674	$168,647	$171,662	$174,732
			14	$161,802	$169,831	$172,863	$175,954
			15	$162,934	$171,018	$174,077	$177,185
			16	$164,076	$172,217	$175,293	$178,429
			17	$165,224	$173,422	$176,522	$179,675
			18	$166,380	$174,635	$177,758	$180,935
			19	$167,545	$175,859	$179,001	$182,202
			20	$168,714	$177,086	$180,255	$183,476
			21	$169,896	$178,326	$181,513	$184,761
			22	$171,088	$179,577	$182,784	$186,051
			23	$172,284	$180,833	$184,066	$187,354
			24	$173,487	$182,096	$185,354	$188,668
			25	$174,704	$183,373	$186,648	$189,988
			26	$175,930	$184,659	$187,957	$191,314
			27	$179,217	$188,110	$189,275	$192,656
			28	$180,459	$189,414	$192,813	$194,007
			29	$181,709	$190,725	$194,149	$197,633
			30	$182,957	$192,035	$195,493	$199,003
			31	$182,957	$192,035	$196,836	$200,380
			32	$182,957	$192,035	$196,836	$201,757
			33	$182,957	$192,035	$196,836	$201,757
			34	$182,957	$192,035	$196,836	$201,757
			35	$182,957	$192,035	$196,836	$201,757

Note: Steps do not equate to years of service.

Spotsylvania County Public Schools Pay Scales - FY 2027 Adopted Budget

Grade	Grade Description	Grade Type	Step	FY2024	FY2025	FY2026	FY2027
ASP1	ASST SUP MAST+	CONTRACTED 12 MONTH EXEMPT EMP	0	$138,170	$145,025	$145,678	$146,392
			1	$140,931	$147,923	$148,651	$149,320
			2	$143,750	$150,883	$151,621	$152,367
			3	$146,626	$153,902	$154,655	$155,412
			4	$149,559	$156,980	$157,750	$158,521
			5	$152,551	$160,121	$160,905	$161,694
			6	$155,600	$163,320	$164,124	$164,928
			7	$158,711	$166,586	$167,403	$168,227
			8	$159,825	$167,755	$170,751	$171,588
			9	$160,941	$168,926	$171,949	$175,020
			10	$162,069	$170,111	$173,149	$176,248
			11	$163,204	$171,301	$174,364	$177,478
			12	$164,344	$172,498	$175,584	$178,723
			13	$165,495	$173,706	$176,810	$179,974
			14	$166,656	$174,925	$178,049	$181,230
			15	$167,822	$176,149	$179,298	$182,500
			16	$168,995	$177,380	$180,553	$183,780
			17	$170,179	$178,623	$181,815	$185,067
			18	$171,369	$179,873	$183,089	$186,360
			19	$172,571	$181,134	$184,370	$187,666
			20	$173,777	$182,400	$185,662	$188,979
			21	$174,992	$183,675	$186,960	$190,304
			22	$176,220	$184,964	$188,267	$191,634
			23	$177,453	$186,258	$189,588	$192,974
			24	$178,693	$187,560	$190,914	$194,328
			25	$179,944	$188,872	$192,249	$195,687
			26	$181,208	$190,200	$193,594	$197,055
			27	$184,592	$193,751	$194,955	$198,434
			28	$185,874	$195,097	$198,595	$199,829
			29	$187,161	$196,448	$199,974	$203,560
			30	$188,446	$197,796	$201,359	$204,973
			31	$188,446	$197,796	$202,741	$206,393
			32	$188,446	$197,796	$202,741	$207,810
			33	$188,446	$197,796	$202,741	$207,810
			34	$188,446	$197,796	$202,741	$207,810
			35	$188,446	$197,796	$202,741	$207,810

Note: Steps do not equate to years of service.

Spotsylvania County Public Schools Pay Scales - FY 2027 Adopted Budget

Grade	Grade Description	Grade Type	Step	FY2024	FY2025	FY2026	FY2027
ASP2	ASSIST SUP EDS	CONTRACTED 12 MONTH EXEMPT EMP	0	$140,182	$147,138	$147,800	$148,525
			1	$142,986	$150,080	$150,816	$151,495
			2	$145,846	$153,083	$153,832	$154,586
			3	$148,762	$156,143	$156,910	$157,678
			4	$151,739	$159,268	$160,047	$160,833
			5	$154,772	$162,452	$163,250	$164,048
			6	$157,865	$165,698	$166,513	$167,331
			7	$161,022	$169,012	$169,840	$170,676
			8	$162,150	$170,196	$173,237	$174,086
			9	$163,288	$171,390	$174,451	$177,568
			10	$164,430	$172,589	$175,675	$178,812
			11	$165,581	$173,797	$176,904	$180,067
			12	$166,738	$175,011	$178,142	$181,327
			13	$167,904	$176,236	$179,386	$182,596
			14	$169,083	$177,472	$180,642	$183,871
			15	$170,266	$178,714	$181,909	$185,158
			16	$171,460	$179,968	$183,182	$186,457
			17	$172,659	$181,226	$184,467	$187,762
			18	$173,867	$182,494	$185,757	$189,079
			19	$175,085	$183,773	$187,056	$190,401
			20	$176,307	$185,055	$188,367	$191,732
			21	$177,541	$186,351	$189,681	$193,076
			22	$178,787	$187,658	$191,010	$194,423
			23	$180,037	$188,970	$192,349	$195,785
			24	$181,294	$190,289	$193,694	$197,158
			25	$182,566	$191,624	$195,046	$198,536
			26	$183,847	$192,968	$196,415	$199,922
			27	$187,282	$196,574	$197,792	$201,325
			28	$188,580	$197,937	$201,488	$202,737
			29	$189,886	$199,308	$202,885	$206,525
			30	$191,190	$200,677	$204,291	$207,957
			31	$191,190	$200,677	$205,694	$209,398
			32	$191,190	$200,677	$205,694	$210,836
			33	$191,190	$200,677	$205,694	$210,836
			34	$191,190	$200,677	$205,694	$210,836
			35	$191,190	$200,677	$205,694	$210,836

Note: Steps do not equate to years of service.

Spotsylvania County Public Schools Pay Scales - FY 2027 Adopted Budget

Grade	Grade Description	Grade Type	Step	FY2024	FY2025	FY2026	FY2027
ASP3	ASST SUP DOC	CONTRACTED 12 MONTH EXEMPT EMP	0	$142,196	$149,252	$149,923	$150,658
			1	$145,040	$152,236	$152,983	$153,671
			2	$147,939	$155,280	$156,042	$156,808
			3	$150,897	$158,384	$159,162	$159,943
			4	$153,915	$161,552	$162,344	$163,141
			5	$156,995	$164,785	$165,591	$166,403
			6	$160,131	$168,076	$168,905	$169,731
			7	$163,336	$171,440	$172,278	$173,128
			8	$164,477	$172,638	$175,726	$176,585
			9	$165,631	$173,850	$176,954	$180,119
			10	$166,791	$175,067	$178,196	$181,378
			11	$167,955	$176,289	$179,444	$182,651
			12	$169,132	$177,524	$180,696	$183,930
			13	$170,314	$178,765	$181,962	$185,213
			14	$171,508	$180,018	$183,234	$186,511
			15	$172,712	$181,282	$184,518	$187,815
			16	$173,920	$182,550	$185,814	$189,131
			17	$175,138	$183,828	$187,114	$190,459
			18	$176,362	$185,113	$188,424	$191,792
			19	$177,598	$186,410	$189,741	$193,135
			20	$178,837	$187,710	$191,070	$194,485
			21	$180,092	$189,028	$192,403	$195,847
			22	$181,352	$190,350	$193,754	$197,213
			23	$182,622	$191,684	$195,109	$198,598
			24	$183,900	$193,025	$196,476	$199,987
			25	$185,187	$194,376	$197,851	$201,388
			26	$186,482	$195,735	$199,235	$202,797
			27	$189,967	$199,393	$200,628	$204,216
			28	$191,288	$200,780	$204,378	$205,644
			29	$192,612	$202,169	$205,800	$209,487
			30	$193,938	$203,561	$207,223	$210,945
			31	$193,938	$203,561	$208,650	$212,404
			32	$193,938	$203,561	$208,650	$213,866
			33	$193,938	$203,561	$208,650	$213,866
			34	$193,938	$203,561	$208,650	$213,866
			35	$193,938	$203,561	$208,650	$213,866

Note: Steps do not equate to years of service.

Spotsylvania County Public Schools Pay Scales - FY 2027 Adopted Budget

Grade	Grade Description	Grade Type	Step	FY2024	FY2025	FY2026	FY2027
BD4H	BUS DRIVER 4 HR	CONTRACTED 10 MONTH NON-EXEMPT	0	$16,055	$16,851	$16,927	$17,435
			1	$16,364	$17,176	$17,272	$17,610
			2	$16,800	$17,634	$17,605	$17,825
			3	$17,186	$18,039	$18,075	$18,168
			4	$17,570	$18,441	$18,490	$18,653
			5	$17,957	$18,848	$18,902	$19,082
			6	$18,346	$19,256	$19,319	$19,507
			7	$18,733	$19,663	$19,737	$19,937
			8	$19,117	$20,065	$20,155	$20,369
			9	$19,515	$20,484	$20,567	$20,800
			10	$19,898	$20,885	$20,996	$21,225
			11	$20,286	$21,292	$21,407	$21,668
			12	$20,667	$21,693	$21,824	$22,092
			13	$21,054	$22,099	$22,235	$22,522
			14	$21,442	$22,506	$22,651	$22,947
			15	$21,823	$22,906	$23,069	$23,376
			16	$22,218	$23,320	$23,479	$23,807
			17	$22,599	$23,721	$23,903	$24,230
			18	$22,987	$24,127	$24,314	$24,668
			19	$23,376	$24,536	$24,730	$25,092
			20	$23,997	$25,188	$25,149	$25,521
			21	$23,997	$25,188	$25,818	$25,954
			22	$23,997	$25,188	$25,818	$26,644
			23	$23,997	$25,188	$25,818	$26,644
			24	$23,997	$25,188	$25,818	$26,644
			25	$24,230	$25,432	$25,818	$26,644
			26	$24,230	$25,432	$26,068	$26,644
			27	$25,199	$26,449	$26,068	$26,902
			28	$25,199	$26,449	$27,110	$26,902
			29	$25,199	$26,449	$27,110	$27,978
			30	$25,703	$26,979	$27,110	$27,978
			31	$25,703	$26,979	$27,653	$27,978
			32	$25,703	$26,979	$27,653	$28,538
			33	$25,703	$26,979	$27,653	$28,538
			34	$25,703	$26,979	$27,653	$28,538
			35	$26,215	$27,516	$27,653	$28,538

Note: Steps do not equate to years of service.

Spotsylvania County Public Schools Pay Scales - FY 2027 Adopted Budget

Grade	Grade Description	Grade Type	Step	FY2024	FY2025	FY2026	FY2027
BD5H	BUS DRIVER 5HR	CONTRACTED 10 MONTH NON-EXEMPT	0	$20,066	$21,061	$21,156	$21,795
			1	$20,454	$21,469	$21,588	$22,013
			2	$20,997	$22,039	$22,006	$22,279
			3	$21,477	$22,543	$22,590	$22,710
			4	$21,964	$23,053	$23,107	$23,313
			5	$22,444	$23,557	$23,629	$23,846
			6	$22,930	$24,068	$24,146	$24,385
			7	$23,413	$24,575	$24,670	$24,919
			8	$23,896	$25,082	$25,189	$25,459
			9	$24,392	$25,602	$25,709	$25,995
			10	$24,865	$26,099	$26,242	$26,532
			11	$25,351	$26,609	$26,751	$27,082
			12	$25,830	$27,112	$27,274	$27,607
			13	$26,317	$27,623	$27,790	$28,147
			14	$26,801	$28,131	$28,314	$28,679
			15	$27,281	$28,635	$28,834	$29,220
			16	$27,770	$29,148	$29,351	$29,757
			17	$28,244	$29,645	$29,877	$30,290
			18	$28,731	$30,156	$30,386	$30,833
			19	$29,217	$30,667	$30,910	$31,358
			20	$29,992	$31,480	$31,434	$31,899
			21	$29,992	$31,480	$32,267	$32,440
			22	$29,992	$31,480	$32,267	$33,300
			23	$29,992	$31,480	$32,267	$33,300
			24	$29,992	$31,480	$32,267	$33,300
			25	$30,289	$31,792	$32,267	$33,300
			26	$30,289	$31,792	$32,587	$33,300
			27	$31,498	$33,061	$32,587	$33,630
			28	$31,498	$33,061	$33,888	$33,630
			29	$31,498	$33,061	$33,888	$34,972
			30	$32,125	$33,719	$33,888	$34,972
			31	$32,125	$33,719	$34,562	$34,972
			32	$32,125	$33,719	$34,562	$35,668
			33	$32,125	$33,719	$34,562	$35,668
			34	$32,125	$33,719	$34,562	$35,668
			35	$32,765	$34,391	$34,562	$35,668
			36	$33,420	$35,079	$35,251	$35,668
			37	$34,088	$35,780	$35,956	$36,379

Note: Steps do not equate to years of service.

Spotsylvania County Public Schools Pay Scales - FY 2027 Adopted Budget

Grade	Grade Description	Grade Type	Step	FY2024	FY2025	FY2026	FY2027
BD75	BUS DRIVER 7.5H	CONTRACTED 10 MONTH NON-EXEMPT	0	$32,765	$34,391	$34,545	$34,951
			1	$33,249	$34,899	$35,251	$35,650
			2	$34,068	$35,759	$35,771	$36,379
			3	$34,788	$36,514	$36,653	$36,916
			4	$35,514	$37,277	$37,427	$37,826
			5	$36,230	$38,028	$38,209	$38,625
			6	$36,965	$38,799	$38,979	$39,432
			7	$37,691	$39,561	$39,769	$40,226
			8	$38,411	$40,317	$40,550	$41,042
			9	$39,157	$41,099	$41,325	$41,848
			10	$39,869	$41,847	$42,126	$42,647
			11	$40,600	$42,615	$42,893	$43,474
			12	$41,312	$43,362	$43,680	$44,266
			13	$42,044	$44,130	$44,446	$45,078
			14	$42,769	$44,890	$45,233	$45,868
			15	$43,484	$45,641	$46,012	$46,680
			16	$44,224	$46,418	$46,782	$47,484
			17	$44,937	$47,167	$47,578	$48,279
			18	$45,666	$47,931	$48,346	$49,100
			19	$46,393	$48,695	$49,129	$49,893
			20	$47,556	$49,915	$49,912	$50,701
			21	$47,556	$49,915	$51,163	$51,509
			22	$47,556	$49,915	$51,163	$52,800
			23	$47,556	$49,915	$51,163	$52,800
			24	$47,556	$49,915	$51,163	$52,800
			25	$47,999	$50,380	$51,163	$52,800
			26	$47,999	$50,380	$51,640	$52,800
			27	$49,811	$52,283	$51,640	$53,292
			28	$49,811	$52,283	$53,590	$53,292
			29	$49,811	$52,283	$53,590	$55,305
			30	$50,761	$53,280	$53,590	$55,305
			31	$50,761	$53,280	$54,612	$55,305
			32	$50,761	$53,280	$54,612	$56,360
			33	$50,761	$53,280	$54,612	$56,360
			34	$50,761	$53,280	$54,612	$56,360
			35	$51,720	$54,286	$54,612	$56,360
			36	$52,754	$55,372	$55,643	$56,360

Note: Steps do not equate to years of service.

Spotsylvania County Public Schools Pay Scales - FY 2027 Adopted Budget

Grade	Grade Description	Grade Type	Step	FY2024	FY2025	FY2026	FY2027
BDA0	BUS AIDE 4H	CONTRACTED 10 MONTH NON-EXEMPT	0	$9,173	$9,628	$9,672	$10,760
			1	$9,222	$9,680	$9,869	$10,975
			2	$9,479	$9,950	$9,922	$11,198
			3	$9,725	$10,207	$10,199	$11,423
			4	$9,958	$10,452	$10,462	$11,652
			5	$10,199	$10,705	$10,713	$11,885
			6	$10,437	$10,955	$10,973	$12,123
			7	$10,671	$11,200	$11,229	$12,365
			8	$10,907	$11,448	$11,480	$12,612
			9	$11,144	$11,697	$11,734	$12,864
			10	$11,380	$11,945	$11,989	$13,122
			11	$11,615	$12,191	$12,244	$13,384
			12	$11,856	$12,443	$12,496	$13,652
			13	$12,089	$12,689	$12,754	$13,925
			14	$12,324	$12,936	$13,006	$14,203
			15	$12,561	$13,184	$13,259	$14,487
			16	$12,801	$13,435	$13,514	$14,777
			17	$13,031	$13,677	$13,771	$15,073
			18	$13,269	$13,928	$14,019	$15,374
			19	$13,508	$14,179	$14,276	$15,682
			20	$14,013	$14,708	$14,533	$15,995
			21	$14,013	$14,708	$15,076	$16,315
			22	$14,013	$14,708	$15,076	$16,478
			23	$14,013	$14,708	$15,076	$16,643
			24	$14,013	$14,708	$15,076	$16,810
			25	$14,153	$14,856	$15,076	$16,978
			26	$14,153	$14,856	$15,227	$17,147
			27	$15,276	$16,034	$15,227	$17,319
			28	$15,276	$16,034	$16,435	$17,492
			29	$15,276	$16,034	$16,435	$17,667
			30	$15,607	$16,381	$16,435	$17,844
			31	$15,607	$16,381	$16,791	$18,022
			32	$15,607	$16,381	$16,791	$18,202
			33	$15,607	$16,381	$16,791	$18,384
			34	$15,607	$16,381	$16,791	$18,568
			35	$15,915	$16,705	$16,791	$18,754

Note: Steps do not equate to years of service.

Spotsylvania County Public Schools Pay Scales - FY 2027 Adopted Budget

Grade	Grade Description	Grade Type	Step	FY2024	FY2025	FY2026	FY2027
BDA5	BUS AIDE 5H	CONTRACTED 10 MONTH NON-EXEMPT	0	$11,466	$12,035	$12,089	$13,450
			1	$11,530	$12,103	$12,336	$13,725
			2	$11,849	$12,437	$12,406	$13,999
			3	$12,156	$12,759	$12,748	$14,279
			4	$12,444	$13,061	$13,078	$14,565
			5	$12,747	$13,380	$13,388	$14,856
			6	$13,046	$13,694	$13,715	$15,153
			7	$13,339	$14,001	$14,036	$15,456
			8	$13,634	$14,311	$14,351	$15,765
			9	$13,927	$14,618	$14,669	$16,081
			10	$14,225	$14,931	$14,983	$16,402
			11	$14,518	$15,239	$15,304	$16,730
			12	$14,818	$15,553	$15,620	$17,065
			13	$15,108	$15,858	$15,942	$17,406
			14	$15,404	$16,168	$16,254	$17,754
			15	$15,701	$16,480	$16,572	$18,109
			16	$16,001	$16,795	$16,892	$18,471
			17	$16,288	$17,096	$17,215	$18,841
			18	$16,587	$17,410	$17,523	$19,218
			19	$16,883	$17,721	$17,845	$19,602
			20	$17,514	$18,383	$18,164	$19,994
			21	$17,514	$18,383	$18,843	$20,394
			22	$17,514	$18,383	$18,843	$20,598
			23	$17,514	$18,383	$18,843	$20,804
			24	$17,514	$18,383	$18,843	$21,012
			25	$17,691	$18,569	$18,843	$21,222
			26	$17,691	$18,569	$19,033	$21,434
			27	$19,095	$20,043	$19,033	$21,649
			28	$19,095	$20,043	$20,544	$21,865
			29	$19,095	$20,043	$20,544	$22,084
			30	$19,506	$20,473	$20,544	$22,305
			31	$19,506	$20,473	$20,985	$22,528
			32	$19,506	$20,473	$20,985	$22,753
			33	$19,506	$20,473	$20,985	$22,980
			34	$19,506	$20,473	$20,985	$23,210
			35	$19,892	$20,879	$20,985	$23,442

Note: Steps do not equate to years of service.

Spotsylvania County Public Schools Pay Scales - FY 2027 Adopted Budget

Grade	Grade Description	Grade Type	Step	FY2024	FY2025	FY2026	FY2027
BFS	SEC 12 MO BFS17	CONTRACTED 12 MONTH NON-EXEMPT	0	$41,193	$43,236	$43,430	$43,941
			1	$41,898	$43,977	$44,317	$44,820
			2	$43,122	$45,262	$45,076	$45,735
			3	$44,204	$46,397	$46,394	$46,518
			4	$45,278	$47,525	$47,557	$47,879
			5	$46,358	$48,658	$48,713	$49,079
			6	$47,436	$49,789	$49,874	$50,272
			7	$48,514	$50,921	$51,034	$51,470
			8	$49,584	$52,045	$52,194	$52,667
			9	$50,666	$53,180	$53,346	$53,864
			10	$51,747	$54,315	$54,510	$55,053
			11	$52,824	$55,446	$55,673	$56,254
			12	$53,900	$56,574	$56,832	$57,455
			13	$54,976	$57,704	$57,988	$58,651
			14	$56,054	$58,836	$59,147	$59,844
			15	$57,136	$59,971	$60,307	$61,040
			16	$58,212	$61,101	$61,470	$62,237
			17	$59,291	$62,234	$62,629	$63,437
			18	$60,372	$63,368	$63,790	$64,633
			19	$61,449	$64,499	$64,952	$65,831
			20	$63,105	$66,236	$66,111	$67,030
			21	$63,105	$66,236	$67,892	$68,227
			22	$63,105	$66,236	$67,892	$70,065
			23	$63,105	$66,236	$67,892	$70,065
			24	$63,105	$66,236	$67,892	$70,065
			25	$63,734	$66,896	$67,892	$70,065
			26	$63,734	$66,896	$68,568	$70,065
			27	$65,954	$69,226	$68,568	$70,762
			28	$65,954	$69,226	$70,957	$70,762
			29	$65,954	$69,226	$70,957	$73,228
			30	$67,270	$70,609	$70,957	$73,228
			31	$67,270	$70,609	$72,374	$73,228
			32	$67,270	$70,609	$72,374	$74,690
			33	$67,270	$70,609	$72,374	$74,690
			34	$67,270	$70,609	$72,374	$74,690
			35	$68,612	$72,017	$72,374	$74,690

Note: Steps do not equate to years of service.

Spotsylvania County Public Schools Pay Scales - FY 2027 Adopted Budget

Grade	Grade Description	Grade Type	Step	FY2024	FY2025	FY2026	FY2027
BK12	SEC 12 MO BK16	CONTRACTED 12 MONTH NON-EXEMPT	0	$39,231	$41,177	$41,362	$41,849
			1	$39,905	$41,885	$42,206	$42,686
			2	$41,069	$43,107	$42,932	$43,557
			3	$42,102	$44,191	$44,185	$44,306
			4	$43,121	$45,261	$45,296	$45,599
			5	$44,150	$46,341	$46,393	$46,745
			6	$45,178	$47,420	$47,500	$47,878
			7	$46,202	$48,494	$48,606	$49,020
			8	$47,225	$49,568	$49,706	$50,161
			9	$48,252	$50,646	$50,807	$51,297
			10	$49,282	$51,727	$51,912	$52,433
			11	$50,312	$52,808	$53,020	$53,573
			12	$51,329	$53,876	$54,128	$54,717
			13	$52,360	$54,959	$55,223	$55,860
			14	$53,384	$56,033	$56,333	$56,990
			15	$54,416	$57,117	$57,434	$58,136
			16	$55,442	$58,193	$58,545	$59,272
			17	$56,469	$59,271	$59,648	$60,418
			18	$57,497	$60,350	$60,753	$61,557
			19	$58,522	$61,425	$61,859	$62,697
			20	$60,101	$63,083	$62,961	$63,838
			21	$60,101	$63,083	$64,660	$64,976
			22	$60,101	$63,083	$64,660	$66,729
			23	$60,101	$63,083	$64,660	$66,729
			24	$60,101	$63,083	$64,660	$66,729
			25	$60,701	$63,713	$64,660	$66,729
			26	$60,701	$63,713	$65,306	$66,729
			27	$62,812	$65,928	$65,306	$67,396
			28	$62,812	$65,928	$67,576	$67,396
			29	$62,812	$65,928	$67,576	$69,738
			30	$64,069	$67,248	$67,576	$69,738
			31	$64,069	$67,248	$68,929	$69,738
			32	$64,069	$67,248	$68,929	$71,135
			33	$64,069	$67,248	$68,929	$71,135
			34	$64,069	$67,248	$68,929	$71,135
			35	$65,349	$68,592	$68,929	$71,135

Note: Steps do not equate to years of service.

Spotsylvania County Public Schools Pay Scales - FY 2027 Adopted Budget

Grade	Grade Description	Grade Type	Step	FY2024	FY2025	FY2026	FY2027
BS11	SEC 11 MO BS14	CONTRACTED 11 MONTH NON-EXEMPT	0	$34,316	$36,019	$36,182	$36,607
			1	$34,904	$36,636	$36,919	$37,340
			2	$35,921	$37,703	$37,552	$38,100
			3	$36,824	$38,651	$38,646	$38,754
			4	$37,719	$39,591	$39,617	$39,883
			5	$38,614	$40,529	$40,581	$40,885
			6	$39,518	$41,479	$41,542	$41,880
			7	$40,416	$42,421	$42,516	$42,871
			8	$41,305	$43,355	$43,482	$43,877
			9	$42,206	$44,300	$44,439	$44,873
			10	$43,106	$45,245	$45,408	$45,861
			11	$44,009	$46,192	$46,376	$46,861
			12	$44,897	$47,125	$47,347	$47,860
			13	$45,798	$48,070	$48,303	$48,862
			14	$46,697	$49,014	$49,272	$49,849
			15	$47,597	$49,958	$50,239	$50,849
			16	$48,493	$50,900	$51,207	$51,847
			17	$49,392	$51,843	$52,173	$52,846
			18	$50,294	$52,790	$53,139	$53,843
			19	$51,186	$53,726	$54,110	$54,839
			20	$52,568	$55,177	$55,069	$55,842
			21	$52,568	$55,177	$56,556	$56,831
			22	$52,568	$55,177	$56,556	$58,366
			23	$52,568	$55,177	$56,556	$58,366
			24	$52,568	$55,177	$56,556	$58,366
			25	$53,093	$55,728	$56,556	$58,366
			26	$53,093	$55,728	$57,121	$58,366
			27	$54,941	$57,668	$57,121	$58,949
			28	$54,941	$57,668	$59,110	$58,949
			29	$54,941	$57,668	$59,110	$61,002
			30	$56,041	$58,821	$59,110	$61,002
			31	$56,041	$58,821	$60,292	$61,002
			32	$56,041	$58,821	$60,292	$62,221
			33	$56,041	$58,821	$60,292	$62,221
			34	$56,041	$58,821	$60,292	$62,221
			35	$57,157	$59,992	$60,292	$62,221

Note: Steps do not equate to years of service.

Spotsylvania County Public Schools Pay Scales - FY 2027 Adopted Budget

Grade	Grade Description	Grade Type	Step	FY2024	FY2025	FY2026	FY2027
BS12	SEC 12 MO BS14	CONTRACTED 12 MONTH NON-EXEMPT	0	$37,435	$39,292	$39,469	$39,933
			1	$38,079	$39,969	$40,274	$40,732
			2	$39,186	$41,130	$40,968	$41,563
			3	$40,170	$42,163	$42,158	$42,279
			4	$41,146	$43,188	$43,217	$43,507
			5	$42,129	$44,220	$44,268	$44,600
			6	$43,109	$45,248	$45,326	$45,685
			7	$44,087	$46,275	$46,379	$46,776
			8	$45,064	$47,300	$47,432	$47,863
			9	$46,044	$48,329	$48,483	$48,950
			10	$47,026	$49,360	$49,537	$50,034
			11	$48,006	$50,388	$50,594	$51,122
			12	$48,980	$51,410	$51,648	$52,213
			13	$49,961	$52,440	$52,695	$53,301
			14	$50,940	$53,467	$53,751	$54,381
			15	$51,923	$54,499	$54,804	$55,471
			16	$52,900	$55,525	$55,861	$56,558
			17	$53,883	$56,556	$56,913	$57,649
			18	$54,861	$57,583	$57,970	$58,734
			19	$55,843	$58,614	$59,023	$59,825
			20	$57,346	$60,191	$60,079	$60,912
			21	$57,346	$60,191	$61,696	$62,002
			22	$57,346	$60,191	$61,696	$63,670
			23	$57,346	$60,191	$61,696	$63,670
			24	$57,346	$60,191	$61,696	$63,670
			25	$57,921	$60,795	$61,696	$63,670
			26	$57,921	$60,795	$62,315	$63,670
			27	$59,933	$62,907	$62,315	$64,309
			28	$59,933	$62,907	$64,480	$64,309
			29	$59,933	$62,907	$64,480	$66,543
			30	$61,132	$64,165	$64,480	$66,543
			31	$61,132	$64,165	$65,769	$66,543
			32	$61,132	$64,165	$65,769	$67,874
			33	$61,132	$64,165	$65,769	$67,874
			34	$61,132	$64,165	$65,769	$67,874
			35	$62,352	$65,446	$65,769	$67,874

Note: Steps do not equate to years of service.

Spotsylvania County Public Schools Pay Scales - FY 2027 Adopted Budget

Grade	Grade Description	Grade Type	Step	FY2024	FY2025	FY2026	FY2027
CA	CLINICAL ASS'T	CONTRACTED 10 MONTH NON-EXEMPT	0	$22,509	$23,626	$23,732	$24,011
			1	$23,148	$24,297	$24,217	$24,491
			2	$23,818	$25,000	$24,904	$24,992
			3	$24,506	$25,722	$25,625	$25,701
			4	$25,228	$26,480	$26,365	$26,445
			5	$25,915	$27,201	$27,142	$27,209
			6	$26,670	$27,993	$27,881	$28,011
			7	$27,444	$28,806	$28,693	$28,773
			8	$28,232	$29,633	$29,526	$29,611
			9	$29,056	$30,497	$30,374	$30,471
			10	$29,894	$31,377	$31,259	$31,346
			11	$30,749	$32,275	$32,161	$32,259
			12	$31,639	$33,208	$33,082	$33,190
			13	$32,530	$34,145	$34,038	$34,141
			14	$33,470	$35,130	$34,999	$35,127
			15	$34,425	$36,133	$36,008	$36,119
			16	$35,434	$37,192	$37,036	$37,160
			17	$36,456	$38,265	$38,122	$38,221
			18	$37,513	$39,375	$39,222	$39,342
			19	$38,589	$40,504	$40,359	$40,477
			20	$40,082	$42,070	$41,517	$41,650
			21	$40,082	$42,070	$43,122	$42,846
			22	$40,082	$42,070	$43,122	$44,502
			23	$40,082	$42,070	$43,122	$44,502
			24	$40,082	$42,070	$43,122	$44,502
			25	$40,924	$42,954	$43,122	$44,502
			26	$41,709	$43,779	$44,028	$44,502
			27	$41,709	$43,779	$44,873	$45,437
			28	$44,245	$46,441	$44,873	$46,309
			29	$44,681	$46,898	$47,602	$46,309
			30	$45,571	$47,832	$48,070	$49,125
			31	$45,571	$47,832	$49,028	$49,608
			32	$45,571	$47,832	$49,028	$50,597
			33	$45,571	$47,832	$49,028	$50,597
			34	$45,571	$47,832	$49,028	$50,597
			35	$46,493	$48,800	$49,028	$50,597

Note: Steps do not equate to years of service.

Spotsylvania County Public Schools Pay Scales - FY 2027 Adopted Budget

Grade	Grade Description	Grade Type	Step	FY2024	FY2025	FY2026	FY2027
CAF4	FDSCW 4HR	CONTRACTED 10 MONTH NON-EXEMPT	0	$9,274	$9,734	$9,777	$9,892
			1	$9,424	$9,891	$9,977	$10,090
			2	$9,729	$10,212	$10,138	$10,296
			3	$10,094	$10,595	$10,467	$10,462
			4	$10,467	$10,987	$10,860	$10,802
			5	$10,844	$11,383	$11,262	$11,208
			6	$11,289	$11,849	$11,668	$11,622
			7	$11,721	$12,302	$12,145	$12,041
			8	$12,167	$12,771	$12,610	$12,534
			9	$12,693	$13,323	$13,090	$13,014
			10	$13,208	$13,864	$13,656	$13,509
			11	$13,737	$14,419	$14,211	$14,093
			12	$14,324	$15,035	$14,779	$14,666
			13	$14,922	$15,662	$15,411	$15,252
			14	$15,504	$16,274	$16,054	$15,904
			15	$16,172	$16,974	$16,681	$16,568
			16	$16,172	$16,974	$17,398	$17,215
			17	$16,172	$16,974	$17,398	$17,955
			18	$16,172	$16,974	$17,398	$17,955
			19	$16,172	$16,974	$17,398	$17,955
			20	$16,338	$17,148	$17,398	$17,955
			21	$16,338	$17,148	$17,577	$17,955
			22	$16,338	$17,148	$17,577	$18,139
			23	$16,338	$17,148	$17,577	$18,139
			24	$16,338	$17,148	$17,577	$18,139
			25	$16,505	$17,324	$17,577	$18,139
			26	$16,505	$17,324	$17,757	$18,139
			27	$17,568	$18,439	$17,757	$18,325
			28	$17,568	$18,439	$18,900	$18,325
			29	$17,568	$18,439	$18,900	$19,505
			30	$17,919	$18,809	$18,900	$19,505
			31	$17,919	$18,809	$19,279	$19,505
			32	$17,919	$18,809	$19,279	$19,896
			33	$17,919	$18,809	$19,279	$19,896
			34	$17,919	$18,809	$19,279	$19,896
			35	$18,284	$19,191	$19,279	$19,896

Note: Steps do not equate to years of service.

Spotsylvania County Public Schools Pay Scales - FY 2027 Adopted Budget

Grade	Grade Description	Grade Type	Step	FY2024	FY2025	FY2026	FY2027
CAF5	FDSCW 5HR	CONTRACTED 10 MONTH NON-EXEMPT	0	$11,592	$12,167	$12,222	$12,366
			1	$11,778	$12,362	$12,471	$12,613
			2	$12,163	$12,767	$12,671	$12,870
			3	$12,616	$13,242	$13,086	$13,076
			4	$13,082	$13,731	$13,573	$13,505
			5	$13,556	$14,228	$14,074	$14,007
			6	$14,108	$14,808	$14,584	$14,524
			7	$14,650	$15,377	$15,178	$15,051
			8	$15,206	$15,961	$15,761	$15,664
			9	$15,868	$16,655	$16,360	$16,265
			10	$16,512	$17,332	$17,071	$16,884
			11	$17,171	$18,023	$17,765	$17,617
			12	$17,903	$18,791	$18,474	$18,333
			13	$18,649	$19,574	$19,261	$19,065
			14	$19,380	$20,341	$20,063	$19,877
			15	$20,216	$21,219	$20,850	$20,705
			16	$20,216	$21,219	$21,749	$21,517
			17	$20,216	$21,219	$21,749	$22,445
			18	$20,216	$21,219	$21,749	$22,445
			19	$20,216	$21,219	$21,749	$22,445
			20	$20,420	$21,433	$21,749	$22,445
			21	$20,420	$21,433	$21,969	$22,445
			22	$20,420	$21,433	$21,969	$22,672
			23	$20,420	$21,433	$21,969	$22,672
			24	$20,420	$21,433	$21,969	$22,672
			25	$20,624	$21,648	$21,969	$22,672
			26	$20,624	$21,648	$22,189	$22,672
			27	$21,960	$23,049	$22,189	$22,899
			28	$21,960	$23,049	$23,625	$22,899
			29	$21,960	$23,049	$23,625	$24,381
			30	$22,399	$23,510	$23,625	$24,381
			31	$22,399	$23,510	$24,098	$24,381
			32	$22,399	$23,510	$24,098	$24,869
			33	$22,399	$23,510	$24,098	$24,869
			34	$22,399	$23,510	$24,098	$24,869
			35	$22,851	$23,985	$24,098	$24,869

Note: Steps do not equate to years of service.

Spotsylvania County Public Schools Pay Scales - FY 2027 Adopted Budget

Grade	Grade Description	Grade Type	Step	FY2024	FY2025	FY2026	FY2027
CAF6	FDSCW 6HR	CONTRACTED 10 MONTH NON-EXEMPT	0	$13,910	$14,600	$14,099	$14,265
			1	$14,135	$14,836	$14,965	$14,550
			2	$14,593	$15,317	$15,207	$15,444
			3	$15,136	$15,887	$15,700	$15,694
			4	$15,699	$16,478	$16,284	$16,202
			5	$16,263	$17,070	$16,890	$16,805
			6	$16,931	$17,772	$17,497	$17,430
			7	$17,578	$18,450	$18,216	$18,057
			8	$18,247	$19,152	$18,911	$18,799
			9	$19,038	$19,982	$19,631	$19,516
			10	$19,814	$20,797	$20,482	$20,259
			11	$20,602	$21,624	$21,317	$21,137
			12	$21,482	$22,548	$22,165	$21,999
			13	$22,377	$23,487	$23,112	$22,874
			14	$23,255	$24,409	$24,074	$23,852
			15	$24,259	$25,463	$25,019	$24,844
			16	$24,259	$25,463	$26,100	$25,820
			17	$24,259	$25,463	$26,100	$26,935
			18	$24,259	$25,463	$26,100	$26,935
			19	$24,259	$25,463	$26,100	$26,935
			20	$24,503	$25,719	$26,100	$26,935
			21	$24,503	$25,719	$26,362	$26,935
			22	$24,503	$25,719	$26,362	$27,206
			23	$24,503	$25,719	$26,362	$27,206
			24	$24,503	$25,719	$26,362	$27,206
			25	$24,753	$25,981	$26,362	$27,206
			26	$24,753	$25,981	$26,631	$27,206
			27	$26,351	$27,659	$26,631	$27,483
			28	$26,351	$27,659	$28,350	$27,483
			29	$26,351	$27,659	$28,350	$29,257
			30	$26,876	$28,210	$28,350	$29,257
			31	$26,876	$28,210	$28,915	$29,257
			32	$26,876	$28,210	$28,915	$29,840
			33	$26,876	$28,210	$28,915	$29,840
			34	$26,876	$28,210	$28,915	$29,840
			35	$27,422	$28,782	$28,915	$29,840

Note: Steps do not equate to years of service.

Spotsylvania County Public Schools Pay Scales - FY 2027 Adopted Budget

Grade	Grade Description	Grade Type	Step	FY2024	FY2025	FY2026	FY2027
CMES	FDSCAFE MGR EL	CONTRACTED 10 MONTH NON-EXEMPT	0	$30,519	$32,034	$32,178	$32,557
			1	$31,124	$32,669	$32,835	$33,208
			2	$31,729	$33,303	$33,486	$33,886
			3	$32,489	$34,101	$34,136	$34,558
			4	$33,244	$34,893	$34,954	$35,228
			5	$34,004	$35,692	$35,765	$36,073
			6	$34,908	$36,640	$36,584	$36,909
			7	$35,821	$37,598	$37,556	$37,755
			8	$36,734	$38,557	$38,538	$38,758
			9	$38,001	$39,886	$39,521	$39,771
			10	$38,850	$40,778	$40,883	$40,786
			11	$39,907	$41,887	$41,797	$42,191
			12	$41,123	$43,164	$42,934	$43,135
			13	$41,943	$44,024	$44,243	$44,308
			14	$42,783	$44,906	$45,125	$45,659
			15	$43,641	$45,806	$46,029	$46,569
			16	$44,514	$46,723	$46,951	$47,502
			17	$45,404	$47,657	$47,891	$48,453
			18	$46,311	$48,609	$48,848	$49,424
			19	$47,240	$49,583	$49,824	$50,411
			20	$48,179	$50,570	$50,823	$51,418
			21	$48,179	$50,570	$51,834	$52,449
			22	$48,179	$50,570	$51,834	$53,493
			23	$48,179	$50,570	$51,834	$53,493
			24	$48,179	$50,570	$51,834	$53,493
			25	$49,146	$51,584	$51,834	$53,493
			26	$49,146	$51,584	$52,874	$53,493
			27	$51,088	$53,623	$52,874	$54,566
			28	$51,088	$53,623	$54,964	$54,566
			29	$51,088	$53,623	$54,964	$56,723
			30	$52,104	$54,690	$54,964	$56,723
			31	$52,104	$54,690	$56,057	$56,723
			32	$52,104	$54,690	$56,057	$57,851
			33	$52,104	$54,690	$56,057	$57,851
			34	$52,104	$54,690	$56,057	$57,851
			35	$53,152	$55,789	$56,057	$57,851

Note: Steps do not equate to years of service.

Spotsylvania County Public Schools Pay Scales - FY 2027 Adopted Budget

Grade	Grade Description	Grade Type	Step	FY2024	FY2025	FY2026	FY2027
CMHS	FDSCAFE MGR H	CONTRACTED 10 MONTH NON-EXEMPT	0	$30,500	$32,013	$32,158	$32,536
			1	$31,082	$32,624	$32,813	$33,187
			2	$31,668	$33,239	$33,440	$33,863
			3	$32,393	$34,000	$34,070	$34,510
			4	$33,120	$34,764	$34,850	$35,160
			5	$33,852	$35,532	$35,633	$35,965
			6	$34,726	$36,449	$36,420	$36,773
			7	$35,602	$37,368	$37,360	$37,585
			8	$36,477	$38,287	$38,302	$38,556
			9	$37,491	$39,351	$39,244	$39,528
			10	$38,513	$40,424	$40,335	$40,500
			11	$39,530	$41,491	$41,435	$41,626
			12	$40,698	$42,717	$42,528	$42,761
			13	$41,514	$43,574	$43,785	$43,889
			14	$42,342	$44,443	$44,663	$45,186
			15	$43,194	$45,338	$45,554	$46,092
			16	$44,055	$46,241	$46,471	$47,012
			17	$44,937	$47,167	$47,397	$47,958
			18	$45,835	$48,109	$48,346	$48,914
			19	$46,751	$49,071	$49,312	$49,893
			20	$47,686	$50,052	$50,298	$50,890
			21	$47,686	$50,052	$51,303	$51,908
			22	$47,686	$50,052	$51,303	$52,945
			23	$47,686	$50,052	$51,303	$52,945
			24	$47,686	$50,052	$51,303	$52,945
			25	$48,641	$51,055	$51,303	$52,945
			26	$48,641	$51,055	$52,331	$52,945
			27	$50,507	$53,013	$52,331	$54,006
			28	$50,507	$53,013	$54,338	$54,006
			29	$50,507	$53,013	$54,338	$56,077
			30	$51,514	$54,070	$54,338	$56,077
			31	$51,514	$54,070	$55,422	$56,077
			32	$51,514	$54,070	$55,422	$57,196
			33	$51,514	$54,070	$55,422	$57,196
			34	$51,514	$54,070	$55,422	$57,196
			35	$52,545	$55,152	$55,422	$57,196

Note: Steps do not equate to years of service.

Spotsylvania County Public Schools Pay Scales - FY 2027 Adopted Budget

Grade	Grade Description	Grade Type	Step	FY2024	FY2025	FY2026	FY2027
CMMS	FDSCAFE MGR M	CONTRACTED 10 MONTH NON-EXEMPT	0	$31,112	$32,655	$32,802	$33,188
			1	$31,721	$33,295	$33,471	$33,852
			2	$32,326	$33,930	$34,127	$34,542
			3	$33,078	$34,719	$34,778	$35,219
			4	$33,837	$35,516	$35,587	$35,891
			5	$34,594	$36,311	$36,404	$36,726
			6	$35,506	$37,267	$37,219	$37,569
			7	$36,418	$38,225	$38,199	$38,410
			8	$37,329	$39,181	$39,181	$39,421
			9	$38,382	$40,286	$40,161	$40,435
			10	$39,444	$41,402	$41,293	$41,446
			11	$40,501	$42,510	$42,437	$42,614
			12	$41,717	$43,786	$43,573	$43,795
			13	$42,552	$44,664	$44,881	$44,967
			14	$43,404	$45,558	$45,781	$46,317
			15	$44,271	$46,467	$46,697	$47,246
			16	$45,157	$47,398	$47,629	$48,191
			17	$46,058	$48,344	$48,583	$49,153
			18	$46,979	$49,310	$49,553	$50,138
			19	$47,918	$50,296	$50,543	$51,139
			20	$48,878	$51,303	$51,553	$52,160
			21	$48,878	$51,303	$52,586	$53,203
			22	$48,878	$51,303	$52,586	$54,269
			23	$48,878	$51,303	$52,586	$54,269
			24	$48,878	$51,303	$52,586	$54,269
			25	$49,852	$52,325	$52,586	$54,269
			26	$49,852	$52,325	$53,633	$54,269
			27	$51,794	$54,364	$53,633	$55,349
			28	$51,794	$54,364	$55,723	$55,349
			29	$51,794	$54,364	$55,723	$57,506
			30	$52,830	$55,451	$55,723	$57,506
			31	$52,830	$55,451	$56,837	$57,506
			32	$52,830	$55,451	$56,837	$58,656
			33	$52,830	$55,451	$56,837	$58,656
			34	$52,830	$55,451	$56,837	$58,656
			35	$53,888	$56,562	$56,837	$58,656

Note: Steps do not equate to years of service.

Spotsylvania County Public Schools Pay Scales - FY 2027 Adopted Budget

Grade	Grade Description	Grade Type	Step	FY2024	FY2025	FY2026	FY2027
CO14	DATA PROCESS	CONTRACTED 12 MONTH NON-EXEMPT	0	$36,701	$38,522	$38,695	$39,151
			1	$37,331	$39,183	$39,485	$39,933
			2	$38,418	$40,325	$40,163	$40,749
			3	$39,382	$41,336	$41,333	$41,448
			4	$40,341	$42,342	$42,369	$42,656
			5	$41,302	$43,351	$43,401	$43,725
			6	$42,266	$44,363	$44,435	$44,790
			7	$43,223	$45,368	$45,472	$45,857
			8	$44,179	$46,371	$46,502	$46,927
			9	$45,140	$47,379	$47,530	$47,990
			10	$46,103	$48,391	$48,563	$49,051
			11	$47,063	$49,399	$49,601	$50,117
			12	$48,022	$50,404	$50,634	$51,188
			13	$48,981	$51,411	$51,664	$52,254
			14	$49,942	$52,420	$52,696	$53,317
			15	$50,905	$53,431	$53,731	$54,382
			16	$51,863	$54,437	$54,767	$55,450
			17	$52,826	$55,447	$55,798	$56,520
			18	$53,785	$56,454	$56,833	$57,584
			19	$54,747	$57,464	$57,865	$58,652
			20	$56,219	$59,009	$58,901	$59,717
			21	$56,219	$59,009	$60,484	$60,786
			22	$56,219	$59,009	$60,484	$62,419
			23	$56,219	$59,009	$60,484	$62,419
			24	$56,219	$59,009	$60,484	$62,419
			25	$56,784	$59,602	$60,484	$62,419
			26	$56,784	$59,602	$61,092	$62,419
			27	$58,759	$61,674	$61,092	$63,047
			28	$58,759	$61,674	$63,216	$63,047
			29	$58,759	$61,674	$63,216	$65,239
			30	$59,933	$62,907	$63,216	$65,239
			31	$59,933	$62,907	$64,480	$65,239
			32	$59,933	$62,907	$64,480	$66,543
			33	$59,933	$62,907	$64,480	$66,543
			34	$59,933	$62,907	$64,480	$66,543
			35	$61,130	$64,163	$64,480	$66,543

Note: Steps do not equate to years of service.

Spotsylvania County Public Schools Pay Scales - FY 2027 Adopted Budget

Grade	Grade Description	Grade Type	Step	FY2024	FY2025	FY2026	FY2027
CRD1	COORDINATOR	CONTRACTED 12 MONTH EXEMPT EMP	0	$0	$0	$78,585	$79,510
			1	$0	$0	$80,157	$81,100
			2	$0	$0	$81,760	$82,722
			3	$0	$0	$83,395	$84,376
			4	$0	$0	$85,063	$86,064
			5	$0	$0	$86,764	$87,785
			6	$0	$0	$88,066	$89,540
			7	$0	$0	$89,387	$90,884
			8	$0	$0	$90,727	$92,247
			9	$0	$0	$92,088	$93,630
			10	$0	$0	$93,470	$95,035
			11	$0	$0	$94,872	$96,461
			12	$0	$0	$96,295	$97,908
			13	$0	$0	$97,739	$99,376
			14	$0	$0	$99,205	$100,867
			15	$0	$0	$100,693	$102,380
			16	$0	$0	$101,700	$103,915
			17	$0	$0	$102,717	$104,954
			18	$0	$0	$103,744	$106,004
			19	$0	$0	$104,782	$107,064
			20	$0	$0	$105,830	$108,135
			21	$0	$0	$106,888	$109,217
			22	$0	$0	$107,957	$110,308
			23	$0	$0	$109,037	$111,412
			24	$0	$0	$110,127	$112,526
			25	$0	$0	$111,228	$113,651
			26	$0	$0	$112,340	$114,787
			27	$0	$0	$113,464	$115,935
			28	$0	$0	$114,598	$117,095
			29	$0	$0	$115,744	$118,265
			30	$0	$0	$116,902	$119,448
			31	$0	$0	$118,071	$120,643
			32	$0	$0	$119,252	$121,849
			33	$0	$0	$120,444	$123,068
			34	$0	$0	$121,649	$124,298
			35	$0	$0	$122,865	$125,542
			36	$0	$0	$124,094	$126,797
			37	$0	$0	$125,335	$128,065
			38	$0	$0	$126,588	$129,346
			39	$0	$0	$127,854	$130,639
			40	$0	$0	$129,132	$131,945

Note: Steps do not equate to years of service.

Spotsylvania County Public Schools Pay Scales - FY 2027 Adopted Budget

Grade	Grade Description	Grade Type	Step	FY2024	FY2025	FY2026	FY2027
CRD2	COORDINATOR (BA	CONTRACTED 12 MONTH EXEMPT EMP	0	$0	$0	$80,943	$81,895
			1	$0	$0	$82,561	$83,533
			2	$0	$0	$84,213	$85,203
			3	$0	$0	$85,897	$86,908
			4	$0	$0	$87,615	$88,646
			5	$0	$0	$89,367	$90,419
			6	$0	$0	$90,708	$92,227
			7	$0	$0	$92,068	$93,611
			8	$0	$0	$93,449	$95,014
			9	$0	$0	$94,851	$96,439
			10	$0	$0	$96,274	$97,886
			11	$0	$0	$97,718	$99,355
			12	$0	$0	$99,184	$100,845
			13	$0	$0	$100,671	$102,358
			14	$0	$0	$102,181	$103,892
			15	$0	$0	$103,714	$105,451
			16	$0	$0	$104,751	$107,033
			17	$0	$0	$105,799	$108,103
			18	$0	$0	$106,857	$109,185
			19	$0	$0	$107,925	$110,276
			20	$0	$0	$109,005	$111,379
			21	$0	$0	$110,095	$112,493
			22	$0	$0	$111,196	$113,618
			23	$0	$0	$112,308	$114,754
			24	$0	$0	$113,431	$115,902
			25	$0	$0	$114,565	$117,061
			26	$0	$0	$115,711	$118,231
			27	$0	$0	$116,868	$119,414
			28	$0	$0	$118,036	$120,608
			29	$0	$0	$119,217	$121,813
			30	$0	$0	$120,409	$123,032
			31	$0	$0	$121,613	$124,262
			32	$0	$0	$122,829	$125,505
			33	$0	$0	$124,057	$126,760
			34	$0	$0	$125,298	$128,027
			35	$0	$0	$126,551	$129,308
			36	$0	$0	$127,817	$130,601
			37	$0	$0	$129,095	$131,907
			38	$0	$0	$130,386	$133,226
			39	$0	$0	$131,689	$134,558
			40	$0	$0	$133,006	$135,903

Note: Steps do not equate to years of service.

Spotsylvania County Public Schools Pay Scales - FY 2027 Adopted Budget

Grade	Grade Description	Grade Type	Step	FY2024	FY2025	FY2026	FY2027
CRD3	COORDINATOR (MA	CONTRACTED 12 MONTH EXEMPT EMP	0	$0	$0	$84,086	$85,075
			1	$0	$0	$85,768	$86,777
			2	$0	$0	$87,483	$88,513
			3	$0	$0	$89,233	$90,282
			4	$0	$0	$91,017	$92,088
			5	$0	$0	$92,838	$93,930
			6	$0	$0	$94,230	$95,809
			7	$0	$0	$95,644	$97,245
			8	$0	$0	$97,078	$98,705
			9	$0	$0	$98,535	$100,184
			10	$0	$0	$100,013	$101,688
			11	$0	$0	$101,513	$103,213
			12	$0	$0	$103,035	$104,761
			13	$0	$0	$104,581	$106,332
			14	$0	$0	$106,150	$107,928
			15	$0	$0	$107,742	$109,547
			16	$0	$0	$108,819	$111,190
			17	$0	$0	$109,908	$112,301
			18	$0	$0	$111,007	$113,425
			19	$0	$0	$112,117	$114,559
			20	$0	$0	$113,238	$115,705
			21	$0	$0	$114,370	$116,862
			22	$0	$0	$115,514	$118,030
			23	$0	$0	$116,669	$119,210
			24	$0	$0	$117,836	$120,402
			25	$0	$0	$119,014	$121,607
			26	$0	$0	$120,204	$122,822
			27	$0	$0	$121,406	$124,051
			28	$0	$0	$122,620	$125,291
			29	$0	$0	$123,847	$126,544
			30	$0	$0	$125,085	$127,810
			31	$0	$0	$126,336	$129,088
			32	$0	$0	$127,599	$130,379
			33	$0	$0	$128,875	$131,682
			34	$0	$0	$130,164	$132,999
			35	$0	$0	$131,466	$134,329
			36	$0	$0	$132,780	$135,673
			37	$0	$0	$134,108	$137,029
			38	$0	$0	$135,449	$138,399
			39	$0	$0	$136,804	$139,783
			40	$0	$0	$138,172	$141,182

Note: Steps do not equate to years of service.

Spotsylvania County Public Schools Pay Scales - FY 2027 Adopted Budget

Grade	Grade Description	Grade Type	Step	FY2024	FY2025	FY2026	FY2027
CRD4	COORDINATOR (MA	CONTRACTED 12 MONTH EXEMPT EMP	0	$0	$0	$85,658	$86,666
			1	$0	$0	$87,371	$88,399
			2	$0	$0	$89,118	$90,167
			3	$0	$0	$90,901	$91,970
			4	$0	$0	$92,719	$93,810
			5	$0	$0	$94,573	$95,686
			6	$0	$0	$95,992	$97,599
			7	$0	$0	$97,431	$99,064
			8	$0	$0	$98,893	$100,549
			9	$0	$0	$100,376	$102,058
			10	$0	$0	$101,882	$103,588
			11	$0	$0	$103,410	$105,142
			12	$0	$0	$104,961	$106,719
			13	$0	$0	$106,536	$108,320
			14	$0	$0	$108,134	$109,945
			15	$0	$0	$109,756	$111,594
			16	$0	$0	$110,853	$113,268
			17	$0	$0	$111,962	$114,400
			18	$0	$0	$113,081	$115,545
			19	$0	$0	$114,212	$116,700
			20	$0	$0	$115,354	$117,867
			21	$0	$0	$116,508	$119,045
			22	$0	$0	$117,673	$120,236
			23	$0	$0	$118,850	$121,439
			24	$0	$0	$120,038	$122,653
			25	$0	$0	$121,239	$123,879
			26	$0	$0	$122,451	$125,119
			27	$0	$0	$123,676	$126,369
			28	$0	$0	$124,912	$127,634
			29	$0	$0	$126,161	$128,909
			30	$0	$0	$127,423	$130,198
			31	$0	$0	$128,697	$131,501
			32	$0	$0	$129,984	$132,815
			33	$0	$0	$131,284	$134,143
			34	$0	$0	$132,597	$135,485
			35	$0	$0	$133,923	$136,840
			36	$0	$0	$135,262	$138,209
			37	$0	$0	$136,615	$139,590
			38	$0	$0	$137,981	$140,987
			39	$0	$0	$139,361	$142,396
			40	$0	$0	$140,754	$143,821

Note: Steps do not equate to years of service.

Spotsylvania County Public Schools Pay Scales - FY 2027 Adopted Budget

Grade	Grade Description	Grade Type	Step	FY2024	FY2025	FY2026	FY2027
CRD5	COORDINATOR (ED	CONTRACTED 12 MONTH EXEMPT EMP	0	$0	$0	$86,444	$87,462
			1	$0	$0	$88,172	$89,210
			2	$0	$0	$89,936	$90,994
			3	$0	$0	$91,735	$92,814
			4	$0	$0	$93,569	$94,671
			5	$0	$0	$95,441	$96,563
			6	$0	$0	$96,872	$98,495
			7	$0	$0	$98,325	$99,972
			8	$0	$0	$99,800	$101,471
			9	$0	$0	$101,297	$102,994
			10	$0	$0	$102,817	$104,539
			11	$0	$0	$104,359	$106,107
			12	$0	$0	$105,924	$107,698
			13	$0	$0	$107,513	$109,314
			14	$0	$0	$109,126	$110,953
			15	$0	$0	$110,763	$112,618
			16	$0	$0	$111,870	$114,307
			17	$0	$0	$112,989	$115,450
			18	$0	$0	$114,119	$116,605
			19	$0	$0	$115,260	$117,771
			20	$0	$0	$116,413	$118,948
			21	$0	$0	$117,577	$120,138
			22	$0	$0	$118,753	$121,339
			23	$0	$0	$119,940	$122,553
			24	$0	$0	$121,140	$123,778
			25	$0	$0	$122,351	$125,016
			26	$0	$0	$123,574	$126,266
			27	$0	$0	$124,810	$127,528
			28	$0	$0	$126,058	$128,804
			29	$0	$0	$127,319	$130,092
			30	$0	$0	$128,592	$131,393
			31	$0	$0	$129,878	$132,707
			32	$0	$0	$131,177	$134,034
			33	$0	$0	$132,489	$135,375
			34	$0	$0	$133,813	$136,729
			35	$0	$0	$135,152	$138,095
			36	$0	$0	$136,503	$139,477
			37	$0	$0	$137,868	$140,871
			38	$0	$0	$139,247	$142,280
			39	$0	$0	$140,639	$143,703
			40	$0	$0	$142,046	$145,139

Note: Steps do not equate to years of service.

Spotsylvania County Public Schools Pay Scales - FY 2027 Adopted Budget

Grade	Grade Description	Grade Type	Step	FY2024	FY2025	FY2026	FY2027
CRD6	COORDINATOR (DO	CONTRACTED 12 MONTH EXEMPT EMP	0	$0	$0	$88,015	$89,051
			1	$0	$0	$89,776	$90,831
			2	$0	$0	$91,571	$92,649
			3	$0	$0	$93,402	$94,501
			4	$0	$0	$95,270	$96,391
			5	$0	$0	$97,176	$98,319
			6	$0	$0	$98,634	$100,286
			7	$0	$0	$100,113	$101,790
			8	$0	$0	$101,615	$103,317
			9	$0	$0	$103,139	$104,867
			10	$0	$0	$104,686	$106,439
			11	$0	$0	$106,256	$108,036
			12	$0	$0	$107,850	$109,656
			13	$0	$0	$109,468	$111,301
			14	$0	$0	$111,110	$112,971
			15	$0	$0	$112,777	$114,666
			16	$0	$0	$113,904	$116,386
			17	$0	$0	$115,043	$117,549
			18	$0	$0	$116,194	$118,724
			19	$0	$0	$117,356	$119,912
			20	$0	$0	$118,529	$121,111
			21	$0	$0	$119,715	$122,322
			22	$0	$0	$120,912	$123,546
			23	$0	$0	$122,121	$124,781
			24	$0	$0	$123,342	$126,029
			25	$0	$0	$124,576	$127,289
			26	$0	$0	$125,821	$128,562
			27	$0	$0	$127,079	$129,847
			28	$0	$0	$128,350	$131,146
			29	$0	$0	$129,634	$132,457
			30	$0	$0	$130,930	$133,782
			31	$0	$0	$132,239	$135,120
			32	$0	$0	$133,562	$136,471
			33	$0	$0	$134,897	$137,836
			34	$0	$0	$136,246	$139,214
			35	$0	$0	$137,609	$140,606
			36	$0	$0	$138,985	$142,012
			37	$0	$0	$140,375	$143,433
			38	$0	$0	$141,779	$144,867
			39	$0	$0	$143,196	$146,316
			40	$0	$0	$144,628	$147,778

Note: Steps do not equate to years of service.

Spotsylvania County Public Schools Pay Scales - FY 2027 Adopted Budget

Grade	Grade Description	Grade Type	Step	FY2024	FY2025	FY2026	FY2027
CU10	CUSTODIANS	CONTRACTED 12 MONTH NON-EXEMPT	0	$30,560	$32,076	$32,220	$33,251
			1	$31,083	$32,625	$32,878	$33,251
			2	$31,994	$33,581	$33,441	$33,930
			3	$32,788	$34,415	$34,421	$34,511
			4	$33,591	$35,257	$35,275	$35,522
			5	$34,391	$36,097	$36,138	$36,404
			6	$35,188	$36,934	$36,999	$37,294
			7	$35,993	$37,779	$37,857	$38,183
			8	$36,794	$38,620	$38,723	$39,068
			9	$37,586	$39,451	$39,586	$39,962
			10	$38,389	$40,294	$40,437	$40,853
			11	$39,189	$41,134	$41,301	$41,731
			12	$39,989	$41,974	$42,162	$42,623
			13	$40,787	$42,811	$43,023	$43,511
			14	$41,584	$43,647	$43,881	$44,400
			15	$42,386	$44,490	$44,738	$45,285
			16	$43,182	$45,325	$45,602	$46,170
			17	$43,979	$46,162	$46,458	$47,061
			18	$44,781	$47,003	$47,316	$47,945
			19	$45,582	$47,844	$48,178	$48,830
			20	$46,833	$49,157	$49,040	$49,720
			21	$46,833	$49,157	$50,386	$50,609
			22	$46,833	$49,157	$50,386	$51,998
			23	$46,833	$49,157	$50,386	$51,998
			24	$46,833	$49,157	$50,386	$51,998
			25	$47,298	$49,645	$50,386	$51,998
			26	$47,298	$49,645	$50,886	$51,998
			27	$49,307	$51,753	$50,886	$52,514
			28	$49,307	$51,753	$53,047	$52,514
			29	$49,307	$51,753	$53,047	$54,745
			30	$50,294	$52,790	$53,047	$54,745
			31	$50,294	$52,790	$54,110	$54,745
			32	$50,294	$52,790	$54,110	$55,842
			33	$50,294	$52,790	$54,110	$55,842
			34	$50,294	$52,790	$54,110	$55,842
			35	$51,298	$53,843	$54,110	$55,842

Note: Steps do not equate to years of service.

Spotsylvania County Public Schools Pay Scales - FY 2027 Adopted Budget

Grade	Grade Description	Grade Type	Step	FY2024	FY2025	FY2026	FY2027
CW4H	FDSCW 4HR HS	CONTRACTED 10 MONTH NON-EXEMPT	0	$8,784	$9,221	$9,263	$9,559
			1	$9,067	$9,516	$9,452	$9,559
			2	$9,361	$9,825	$9,754	$9,754
			3	$9,709	$10,191	$10,071	$10,066
			4	$10,068	$10,568	$10,446	$10,393
			5	$10,431	$10,948	$10,832	$10,780
			6	$10,856	$11,395	$11,222	$11,179
			7	$11,275	$11,835	$11,680	$11,581
			8	$11,702	$12,283	$12,131	$12,054
			9	$12,210	$12,816	$12,590	$12,519
			10	$12,707	$13,337	$13,136	$12,993
			11	$13,212	$13,868	$13,670	$13,556
			12	$13,779	$14,463	$14,215	$14,107
			13	$14,355	$15,067	$14,825	$14,670
			14	$14,917	$15,657	$15,444	$15,299
			15	$15,559	$16,331	$16,048	$15,938
			16	$15,559	$16,331	$16,739	$16,562
			17	$15,559	$16,331	$16,739	$17,275
			18	$15,559	$16,331	$16,739	$17,275
			19	$15,559	$16,331	$16,739	$17,275
			20	$15,714	$16,494	$16,739	$17,275
			21	$15,714	$16,494	$16,906	$17,275
			22	$15,714	$16,494	$16,906	$17,447
			23	$15,714	$16,494	$16,906	$17,447
			24	$15,714	$16,494	$16,906	$17,447
			25	$15,877	$16,664	$16,906	$17,447
			26	$15,877	$16,664	$17,081	$17,447
			27	$16,900	$17,739	$17,081	$17,628
			28	$16,900	$17,739	$18,182	$17,628
			29	$16,900	$17,739	$18,182	$18,764
			30	$17,238	$18,093	$18,182	$18,764
			31	$17,238	$18,093	$18,545	$18,764
			32	$17,238	$18,093	$18,545	$19,138
			33	$17,238	$18,093	$18,545	$19,138
			34	$17,238	$18,093	$18,545	$19,138
			35	$17,589	$18,462	$18,545	$19,138

Note: Steps do not equate to years of service.

Spotsylvania County Public Schools Pay Scales - FY 2027 Adopted Budget

Grade	Grade Description	Grade Type	Step	FY2024	FY2025	FY2026	FY2027
CW5H	FDSCW 5HR HS	CONTRACTED 10 MONTH NON-EXEMPT	0	$10,981	$11,526	$11,578	$11,948
			1	$11,332	$11,893	$11,814	$11,948
			2	$11,698	$12,279	$12,190	$12,192
			3	$12,136	$12,738	$12,586	$12,580
			4	$12,585	$13,210	$13,056	$12,989
			5	$13,040	$13,687	$13,540	$13,474
			6	$13,572	$14,246	$14,029	$13,973
			7	$14,091	$14,790	$14,602	$14,478
			8	$14,629	$15,354	$15,160	$15,069
			9	$15,264	$16,022	$15,738	$15,645
			10	$15,884	$16,673	$16,423	$16,242
			11	$16,519	$17,338	$17,090	$16,949
			12	$17,220	$18,074	$17,771	$17,637
			13	$17,939	$18,829	$18,526	$18,340
			14	$18,646	$19,571	$19,300	$19,119
			15	$19,445	$20,409	$20,060	$19,918
			16	$19,445	$20,409	$20,919	$20,702
			17	$19,445	$20,409	$20,919	$21,588
			18	$19,445	$20,409	$20,919	$21,588
			19	$19,445	$20,409	$20,919	$21,588
			20	$19,642	$20,616	$20,919	$21,588
			21	$19,642	$20,616	$21,131	$21,588
			22	$19,642	$20,616	$21,131	$21,807
			23	$19,642	$20,616	$21,131	$21,807
			24	$19,642	$20,616	$21,131	$21,807
			25	$19,844	$20,829	$21,131	$21,807
			26	$19,844	$20,829	$21,350	$21,807
			27	$21,125	$22,173	$21,350	$22,033
			28	$21,125	$22,173	$22,727	$22,033
			29	$21,125	$22,173	$22,727	$23,454
			30	$21,547	$22,616	$22,727	$23,454
			31	$21,547	$22,616	$23,181	$23,454
			32	$21,547	$22,616	$23,181	$23,923
			33	$21,547	$22,616	$23,181	$23,923
			34	$21,547	$22,616	$23,181	$23,923
			35	$21,982	$23,072	$23,181	$23,923

Note: Steps do not equate to years of service.

Spotsylvania County Public Schools Pay Scales - FY 2027 Adopted Budget

Grade	Grade Description	Grade Type	Step	FY2024	FY2025	FY2026	FY2027
CW6H	FDSCW 6HR HS	CONTRACTED 10 MONTH NON-EXEMPT	0	$13,173	$13,827	$13,890	$14,335
			1	$13,599	$14,274	$14,173	$14,334
			2	$14,040	$14,736	$14,631	$14,627
			3	$14,558	$15,281	$15,104	$15,099
			4	$15,100	$15,850	$15,663	$15,587
			5	$15,643	$16,419	$16,246	$16,164
			6	$16,286	$17,094	$16,829	$16,766
			7	$16,913	$17,753	$17,521	$17,368
			8	$17,553	$18,424	$18,197	$18,082
			9	$18,315	$19,224	$18,885	$18,779
			10	$19,055	$20,001	$19,705	$19,489
			11	$19,820	$20,803	$20,501	$20,336
			12	$20,663	$21,689	$21,323	$21,157
			13	$21,525	$22,593	$22,231	$22,005
			14	$22,371	$23,481	$23,158	$22,942
			15	$23,334	$24,492	$24,068	$23,899
			16	$23,334	$24,492	$25,104	$24,838
			17	$23,334	$24,492	$25,104	$25,907
			18	$23,334	$24,492	$25,104	$25,907
			19	$23,334	$24,492	$25,104	$25,907
			20	$23,573	$24,743	$25,104	$25,907
			21	$23,573	$24,743	$25,362	$25,907
			22	$23,573	$24,743	$25,362	$26,174
			23	$23,573	$24,743	$25,362	$26,174
			24	$23,573	$24,743	$25,362	$26,174
			25	$23,810	$24,991	$25,362	$26,174
			26	$23,810	$24,991	$25,616	$26,174
			27	$25,348	$26,606	$25,616	$26,436
			28	$25,348	$26,606	$27,271	$26,436
			29	$25,348	$26,606	$27,271	$28,144
			30	$25,852	$27,134	$27,271	$28,144
			31	$25,852	$27,134	$27,812	$28,144
			32	$25,852	$27,134	$27,812	$28,702
			33	$25,852	$27,134	$27,812	$28,702
			34	$25,852	$27,134	$27,812	$28,702
			35	$26,377	$27,685	$27,812	$28,702

Note: Steps do not equate to years of service.

Spotsylvania County Public Schools Pay Scales - FY 2027 Adopted Budget

Grade	Grade Description	Grade Type	Step	FY2024	FY2025	FY2026	FY2027
DIR	DIRECTOR	CONTRACTED 12 MONTH EXEMPT EMP	0	$116,204	$121,970	$122,519	$123,120
			1	$118,531	$124,413	$125,019	$125,582
			2	$120,898	$126,897	$127,523	$128,144
			3	$123,317	$129,436	$130,069	$130,711
			4	$125,783	$132,024	$132,672	$133,321
			5	$128,301	$134,666	$135,325	$135,989
			6	$130,864	$137,357	$138,033	$138,708
			7	$133,482	$140,106	$140,791	$141,484
			8	$134,415	$141,084	$143,609	$144,311
			9	$135,356	$142,072	$144,611	$147,199
			10	$136,305	$143,068	$145,624	$148,226
			11	$137,257	$144,067	$146,645	$149,265
			12	$138,219	$145,078	$147,669	$150,311
			13	$139,185	$146,091	$148,705	$151,361
			14	$140,161	$147,116	$149,743	$152,423
			15	$141,143	$148,147	$150,794	$153,487
			16	$142,131	$149,183	$151,851	$154,564
			17	$143,128	$150,230	$152,913	$155,647
			18	$144,127	$151,278	$153,986	$156,736
			19	$145,134	$152,336	$155,060	$157,836
			20	$146,152	$153,403	$156,144	$158,937
			21	$147,174	$154,477	$157,238	$160,048
			22	$148,203	$155,557	$158,339	$161,169
			23	$149,242	$156,647	$159,446	$162,297
			24	$150,288	$157,745	$160,563	$163,432
			25	$151,339	$158,848	$161,689	$164,577
			26	$152,397	$159,959	$162,819	$165,731
			27	$155,247	$162,950	$163,958	$166,889
			28	$156,325	$164,082	$167,024	$168,057
			29	$157,406	$165,216	$168,184	$171,200
			30	$158,489	$166,353	$169,346	$172,389
			31	$158,489	$166,353	$170,512	$173,580
			32	$158,489	$166,353	$170,512	$174,775
			33	$158,489	$166,353	$170,512	$174,775
			34	$158,489	$166,353	$170,512	$174,775
			35	$158,489	$166,353	$170,512	$174,775

Note: Steps do not equate to years of service.

Spotsylvania County Public Schools Pay Scales - FY 2027 Adopted Budget

Grade	Grade Description	Grade Type	Step	FY2024	FY2025	FY2026	FY2027
DIR1	DIR MASTER+15	CONTRACTED 12 MONTH EXEMPT EMP	0	$119,692	$125,630	$126,196	$126,815
			1	$122,085	$128,142	$128,771	$129,351
			2	$124,524	$130,703	$131,346	$131,990
			3	$127,014	$133,317	$133,971	$134,630
			4	$129,557	$135,986	$136,650	$137,320
			5	$132,147	$138,704	$139,386	$140,066
			6	$134,790	$141,478	$142,172	$142,871
			7	$137,484	$144,306	$145,015	$145,726
			8	$138,448	$145,318	$147,914	$148,640
			9	$139,417	$146,334	$148,951	$151,612
			10	$140,393	$147,360	$149,992	$152,675
			11	$141,375	$148,390	$151,044	$153,742
			12	$142,364	$149,428	$152,100	$154,820
			13	$143,361	$150,474	$153,164	$155,903
			14	$144,366	$151,528	$154,236	$156,993
			15	$145,376	$152,589	$155,316	$158,092
			16	$146,393	$153,657	$156,404	$159,199
			17	$147,421	$154,736	$157,498	$160,314
			18	$148,452	$155,818	$158,604	$161,435
			19	$149,491	$156,908	$159,713	$162,569
			20	$150,535	$158,005	$160,831	$163,706
			21	$151,586	$159,108	$161,955	$164,852
			22	$152,650	$160,225	$163,086	$166,004
			23	$153,718	$161,345	$164,231	$167,163
			24	$154,795	$162,476	$165,379	$168,337
			25	$155,879	$163,613	$166,538	$169,513
			26	$156,972	$164,761	$167,703	$170,701
			27	$159,905	$167,839	$168,880	$171,896
			28	$161,014	$169,003	$172,035	$173,102
			29	$162,128	$170,174	$173,228	$176,336
			30	$163,244	$171,344	$174,428	$177,559
			31	$163,244	$171,344	$175,628	$178,789
			32	$163,244	$171,344	$175,628	$180,019
			33	$163,244	$171,344	$175,628	$180,019
			34	$163,244	$171,344	$175,628	$180,019
			35	$163,244	$171,344	$175,628	$180,019

Note: Steps do not equate to years of service.

Spotsylvania County Public Schools Pay Scales - FY 2027 Adopted Budget

Grade	Grade Description	Grade Type	Step	FY2024	FY2025	FY2026	FY2027
DIR2	DIR EDU SPEC DE	CONTRACTED 12 MONTH EXEMPT EMP	0	$121,434	$127,459	$128,032	$128,660
			1	$123,862	$130,008	$130,645	$131,233
			2	$126,338	$132,607	$133,258	$133,911
			3	$128,867	$135,261	$135,922	$136,589
			4	$131,443	$137,965	$138,643	$139,320
			5	$134,073	$140,726	$141,414	$142,109
			6	$136,752	$143,538	$144,244	$144,949
			7	$139,487	$146,408	$147,126	$147,850
			8	$140,464	$147,433	$150,068	$150,804
			9	$141,444	$148,463	$151,119	$153,820
			10	$142,439	$149,507	$152,175	$154,897
			11	$143,433	$150,550	$153,245	$155,979
			12	$144,440	$151,607	$154,314	$157,076
			13	$145,447	$152,664	$155,397	$158,172
			14	$146,469	$153,737	$156,481	$159,282
			15	$147,495	$154,813	$157,580	$160,393
			16	$148,526	$155,896	$158,683	$161,520
			17	$149,568	$156,990	$159,793	$162,650
			18	$150,613	$158,086	$160,915	$163,788
			19	$151,667	$159,193	$162,038	$164,938
			20	$152,726	$160,304	$163,173	$166,089
			21	$153,797	$161,428	$164,312	$167,252
			22	$154,871	$162,556	$165,464	$168,420
			23	$155,958	$163,696	$166,620	$169,601
			24	$157,052	$164,844	$167,788	$170,786
			25	$158,150	$165,997	$168,965	$171,983
			26	$159,257	$167,159	$170,147	$173,189
			27	$162,233	$170,284	$171,338	$174,401
			28	$163,360	$171,466	$174,541	$175,621
			29	$164,488	$172,650	$175,753	$178,905
			30	$165,622	$173,839	$176,966	$180,147
			31	$165,622	$173,839	$178,185	$181,390
			32	$165,622	$173,839	$178,185	$182,640
			33	$165,622	$173,839	$178,185	$182,640
			34	$165,622	$173,839	$178,185	$182,640
			35	$165,622	$173,839	$178,185	$182,640

Note: Steps do not equate to years of service.

Spotsylvania County Public Schools Pay Scales - FY 2027 Adopted Budget

Grade	Grade Description	Grade Type	Step	FY2024	FY2025	FY2026	FY2027
DIR3	DIRECTOR DOC	CONTRACTED 12 MONTH EXEMPT EMP	0	$123,176	$129,288	$129,870	$130,507
			1	$125,640	$131,874	$132,520	$133,117
			2	$128,151	$134,510	$135,171	$135,833
			3	$130,717	$137,202	$137,873	$138,550
			4	$133,329	$139,945	$140,632	$141,320
			5	$135,998	$142,747	$143,444	$144,148
			6	$138,714	$145,598	$146,316	$147,030
			7	$141,489	$148,510	$149,238	$149,974
			8	$142,479	$149,549	$152,223	$152,969
			9	$143,476	$150,595	$153,288	$156,029
			10	$144,480	$151,649	$154,360	$157,120
			11	$145,491	$152,710	$155,440	$158,219
			12	$146,514	$153,784	$156,528	$159,326
			13	$147,536	$154,856	$157,629	$160,441
			14	$148,572	$155,944	$158,727	$161,570
			15	$149,609	$157,033	$159,843	$162,695
			16	$150,657	$158,133	$160,959	$163,839
			17	$151,712	$159,240	$162,086	$164,983
			18	$152,776	$160,357	$163,221	$166,138
			19	$153,844	$161,477	$164,366	$167,302
			20	$154,916	$162,603	$165,514	$168,475
			21	$156,003	$163,743	$166,668	$169,652
			22	$157,098	$164,893	$167,837	$170,835
			23	$158,196	$166,045	$169,015	$172,033
			24	$159,305	$167,209	$170,196	$173,240
			25	$160,418	$168,378	$171,389	$174,451
			26	$161,544	$169,560	$172,587	$175,674
			27	$164,562	$172,728	$173,799	$176,902
			28	$165,704	$173,926	$177,046	$178,144
			29	$166,849	$175,128	$178,274	$181,472
			30	$167,997	$176,333	$179,506	$182,731
			31	$167,997	$176,333	$180,741	$183,994
			32	$167,997	$176,333	$180,741	$185,260
			33	$167,997	$176,333	$180,741	$185,260
			34	$167,997	$176,333	$180,741	$185,260
			35	$167,997	$176,333	$180,741	$185,260

Note: Steps do not equate to years of service.

Spotsylvania County Public Schools Pay Scales - FY 2027 Adopted Budget

Grade	Grade Description	Grade Type	Step	FY2024	FY2025	FY2026	FY2027
DR1	DIRECTOR 1	CONTRACTED 12 MONTH EXEMPT EMP	0	$120,853	$126,850	$127,421	$128,046
			1	$123,271	$129,388	$130,021	$130,607
			2	$125,735	$131,974	$132,623	$133,272
			3	$128,248	$134,612	$135,273	$135,939
			4	$130,815	$137,306	$137,977	$138,655
			5	$133,430	$140,050	$140,739	$141,426
			6	$136,098	$142,851	$143,551	$144,257
			7	$138,821	$145,709	$146,422	$147,140
			8	$139,792	$146,728	$149,352	$150,083
			9	$140,768	$147,754	$150,396	$153,086
			10	$141,757	$148,791	$151,448	$154,156
			11	$142,749	$149,832	$152,511	$155,234
			12	$143,746	$150,879	$153,578	$156,324
			13	$144,751	$151,933	$154,651	$157,417
			14	$145,768	$153,001	$155,731	$158,517
			15	$147,174	$154,477	$156,826	$159,624
			16	$147,816	$155,150	$158,339	$160,747
			17	$148,851	$156,237	$159,029	$162,297
			18	$149,892	$157,329	$160,143	$163,005
			19	$150,940	$158,429	$161,262	$164,147
			20	$151,996	$159,538	$162,390	$165,294
			21	$153,071	$160,667	$163,526	$166,450
			22	$154,133	$161,781	$164,684	$167,614
			23	$155,213	$162,915	$165,826	$168,801
			24	$156,426	$164,187	$166,988	$169,972
			25	$157,393	$165,203	$168,292	$171,163
			26	$158,829	$166,711	$169,333	$172,499
			27	$161,800	$169,828	$170,879	$173,566
			28	$162,926	$171,011	$174,074	$175,151
			29	$164,049	$172,189	$175,286	$178,426
			30	$165,176	$173,372	$176,494	$179,668
			31	$165,176	$173,372	$177,706	$180,906
			32	$165,176	$173,372	$177,706	$182,149
			33	$165,176	$173,372	$177,706	$182,149
			34	$165,176	$173,372	$177,706	$182,149
			35	$165,176	$173,372	$177,706	$182,149

Note: Steps do not equate to years of service.

Spotsylvania County Public Schools Pay Scales - FY 2027 Adopted Budget

Grade	Grade Description	Grade Type	Step	FY2024	FY2025	FY2026	FY2027
DR11	DIR1 MAST+15	CONTRACTED 12 MONTH EXEMPT EMP	0	$124,475	$130,651	$131,239	$131,882
			1	$126,966	$133,266	$133,917	$134,520
			2	$129,505	$135,931	$136,598	$137,265
			3	$132,097	$138,651	$139,329	$140,013
			4	$134,740	$141,426	$142,117	$142,812
			5	$137,433	$144,253	$144,962	$145,670
			6	$140,180	$147,136	$147,859	$148,586
			7	$142,985	$150,079	$150,814	$151,555
			8	$143,985	$151,130	$153,831	$154,584
			9	$144,993	$152,188	$154,908	$157,677
			10	$146,009	$153,254	$155,993	$158,781
			11	$147,030	$154,326	$157,085	$159,893
			12	$148,061	$155,407	$158,184	$161,012
			13	$149,097	$156,495	$159,292	$162,139
			14	$150,140	$157,589	$160,407	$163,274
			15	$151,586	$159,108	$161,529	$164,417
			16	$152,251	$159,806	$163,086	$165,567
			17	$153,317	$160,924	$163,801	$167,163
			18	$154,388	$162,049	$164,947	$167,896
			19	$155,469	$163,184	$166,100	$169,071
			20	$156,555	$164,323	$167,264	$170,253
			21	$157,665	$165,488	$168,431	$171,446
			22	$158,758	$166,635	$169,625	$172,642
			23	$159,867	$167,799	$170,801	$173,866
			24	$161,119	$169,114	$171,994	$175,071
			25	$162,113	$170,157	$173,342	$176,294
			26	$163,594	$171,711	$174,411	$177,676
			27	$166,655	$174,924	$176,004	$178,771
			28	$167,813	$176,140	$179,297	$180,404
			29	$168,969	$177,354	$180,544	$183,779
			30	$170,133	$178,574	$181,788	$185,058
			31	$170,133	$178,574	$183,038	$186,333
			32	$170,133	$178,574	$183,038	$187,614
			33	$170,133	$178,574	$183,038	$187,614
			34	$170,133	$178,574	$183,038	$187,614
			35	$170,133	$178,574	$183,038	$187,614

Note: Steps do not equate to years of service.

Spotsylvania County Public Schools Pay Scales - FY 2027 Adopted Budget

Grade	Grade Description	Grade Type	Step	FY2024	FY2025	FY2026	FY2027
DR13	DIR1 DOCTORATE	CONTRACTED 12 MONTH EXEMPT EMP	0	$128,103	$134,459	$135,064	$135,726
			1	$130,665	$137,149	$137,820	$138,441
			2	$133,278	$139,890	$140,578	$141,266
			3	$135,944	$142,689	$143,387	$144,092
			4	$138,663	$145,543	$146,256	$146,972
			5	$141,435	$148,453	$149,182	$149,912
			6	$144,264	$151,422	$152,164	$152,912
			7	$147,148	$154,450	$155,208	$155,968
			8	$148,178	$155,531	$158,311	$159,088
			9	$149,214	$156,619	$159,419	$162,269
			10	$150,264	$157,721	$160,534	$163,404
			11	$151,311	$158,819	$161,664	$164,547
			12	$152,371	$159,931	$162,789	$165,706
			13	$153,439	$161,052	$163,929	$166,859
			14	$154,512	$162,179	$165,078	$168,027
			15	$156,003	$163,743	$166,233	$169,205
			16	$156,686	$164,461	$167,837	$170,389
			17	$157,781	$165,611	$168,573	$172,033
			18	$158,887	$166,770	$169,751	$172,787
			19	$159,997	$167,935	$170,939	$173,995
			20	$161,116	$169,111	$172,133	$175,212
			21	$162,257	$170,307	$173,339	$176,436
			22	$163,382	$171,489	$174,565	$177,672
			23	$164,525	$172,688	$175,776	$178,929
			24	$165,811	$174,038	$177,005	$180,170
			25	$166,836	$175,113	$178,389	$181,430
			26	$168,360	$176,714	$179,491	$182,849
			27	$171,507	$180,017	$181,132	$183,978
			28	$172,699	$181,268	$184,517	$185,660
			29	$173,893	$182,521	$185,800	$189,130
			30	$175,089	$183,777	$187,084	$190,445
			31	$175,089	$183,777	$188,371	$191,761
			32	$175,089	$183,777	$188,371	$193,080
			33	$175,089	$183,777	$188,371	$193,080
			34	$175,089	$183,777	$188,371	$193,080
			35	$175,089	$183,777	$188,371	$193,080

Note: Steps do not equate to years of service.

Spotsylvania County Public Schools Pay Scales - FY 2027 Adopted Budget

Grade	Grade Description	Grade Type	Step	FY2024	FY2025	FY2026	FY2027
EAP	ELEM ASST PRINC	CONTRACTED 12 MONTH EXEMPT EMP	0	$103,026	$108,138	$110,841	$113,612
			1	$103,714	$108,860	$111,582	$114,372
			2	$104,396	$109,577	$112,316	$115,124
			3	$105,085	$110,300	$113,058	$115,884
			4	$105,768	$111,015	$113,790	$116,635
			5	$106,453	$111,735	$114,528	$117,391
			6	$107,139	$112,455	$115,266	$118,148
			7	$107,828	$113,178	$116,007	$118,907
			8	$108,514	$113,898	$116,745	$119,664
			9	$109,196	$114,614	$117,479	$120,416
			10	$109,883	$115,335	$118,218	$121,173
			11	$110,568	$116,054	$118,955	$121,929
			12	$111,255	$116,775	$119,694	$122,686
			13	$111,939	$117,494	$120,431	$123,442
			14	$112,627	$118,215	$121,170	$124,199
			15	$113,328	$118,951	$121,925	$124,973
			16	$113,328	$118,951	$121,925	$124,973
			17	$113,328	$118,951	$121,925	$124,973
			18	$113,328	$118,951	$121,925	$124,973
			19	$113,328	$118,951	$121,925	$124,973
			20	$113,328	$118,951	$121,925	$124,973
			21	$113,328	$118,951	$121,925	$124,973
			22	$113,328	$118,951	$121,925	$124,973
			23	$113,328	$118,951	$121,925	$124,973
			24	$113,328	$118,951	$121,925	$124,973
			25	$113,328	$118,951	$121,925	$124,973
			26	$113,328	$118,951	$121,925	$124,973
			27	$115,014	$120,721	$123,739	$126,832

Note: Steps do not equate to years of service.

Spotsylvania County Public Schools Pay Scales - FY 2027 Adopted Budget

Grade	Grade Description	Grade Type	Step	FY2024	FY2025	FY2026	FY2027
EAP1	EAP MASTERS+15	CONTRACTED 12 MONTH EXEMPT EMP	0	$106,117	$111,382	$114,167	$117,021
			1	$106,823	$112,124	$114,927	$117,800
			2	$107,524	$112,859	$115,680	$118,572
			3	$108,236	$113,607	$116,447	$119,358
			4	$108,940	$114,345	$117,204	$120,134
			5	$109,646	$115,087	$117,964	$120,913
			6	$110,354	$115,830	$118,726	$121,694
			7	$111,064	$116,574	$119,488	$122,475
			8	$111,767	$117,313	$120,246	$123,252
			9	$112,472	$118,052	$121,003	$124,028
			10	$113,178	$118,794	$121,764	$124,808
			11	$113,886	$119,537	$122,525	$125,588
			12	$114,594	$120,280	$123,287	$126,369
			13	$115,295	$121,016	$124,041	$127,142
			14	$116,004	$121,760	$124,804	$127,924
			15	$116,725	$122,517	$125,580	$128,720
			16	$116,725	$122,517	$125,580	$128,720
			17	$116,725	$122,517	$125,580	$128,720
			18	$116,725	$122,517	$125,580	$128,720
			19	$116,725	$122,517	$125,580	$128,720
			20	$116,725	$122,517	$125,580	$128,720
			21	$116,725	$122,517	$125,580	$128,720
			22	$116,725	$122,517	$125,580	$128,720
			23	$116,725	$122,517	$125,580	$128,720
			24	$116,725	$122,517	$125,580	$128,720
			25	$116,725	$122,517	$125,580	$128,720
			26	$116,725	$122,517	$125,580	$128,720
			27	$118,465	$124,344	$127,453	$130,639

Note: Steps do not equate to years of service.

Spotsylvania County Public Schools Pay Scales - FY 2027 Adopted Budget

Grade	Grade Description	Grade Type	Step	FY2024	FY2025	FY2026	FY2027
EAP2	EAP EDU SPEC DE	CONTRACTED 12 MONTH EXEMPT EMP	0	$107,662	$113,003	$115,828	$118,724
			1	$108,378	$113,755	$116,599	$119,514
			2	$109,093	$114,506	$117,369	$120,303
			3	$109,812	$115,261	$118,143	$121,097
			4	$110,524	$116,008	$118,908	$121,881
			5	$111,243	$116,763	$119,682	$122,674
			6	$111,962	$117,517	$120,455	$123,466
			7	$112,678	$118,269	$121,226	$124,257
			8	$113,398	$119,025	$122,001	$125,051
			9	$114,111	$119,773	$122,767	$125,836
			10	$114,829	$120,526	$123,539	$126,627
			11	$115,545	$121,278	$124,310	$127,418
			12	$116,262	$122,031	$125,082	$128,209
			13	$116,975	$122,779	$125,848	$128,994
			14	$117,697	$123,536	$126,624	$129,790
			15	$118,425	$124,301	$127,409	$130,594
			16	$118,425	$124,301	$127,409	$130,594
			17	$118,425	$124,301	$127,409	$130,594
			18	$118,425	$124,301	$127,409	$130,594
			19	$118,425	$124,301	$127,409	$130,594
			20	$118,425	$124,301	$127,409	$130,594
			21	$118,425	$124,301	$127,409	$130,594
			22	$118,425	$124,301	$127,409	$130,594
			23	$118,425	$124,301	$127,409	$130,594
			24	$118,425	$124,301	$127,409	$130,594
			25	$118,425	$124,301	$127,409	$130,594
			26	$118,425	$124,301	$127,409	$130,594
			27	$120,189	$126,153	$129,307	$132,540

Note: Steps do not equate to years of service.

Spotsylvania County Public Schools Pay Scales - FY 2027 Adopted Budget

Grade	Grade Description	Grade Type	Step	FY2024	FY2025	FY2026	FY2027
EAP3	EL ASST PR DOC	CONTRACTED 12 MONTH EXEMPT EMP	0	$109,206	$114,625	$117,491	$120,428
			1	$109,934	$115,389	$118,274	$121,231
			2	$110,661	$116,151	$119,055	$122,031
			3	$111,387	$116,914	$119,837	$122,833
			4	$112,112	$117,674	$120,616	$123,631
			5	$112,842	$118,442	$121,403	$124,438
			6	$113,567	$119,202	$122,182	$125,237
			7	$114,297	$119,968	$122,967	$126,041
			8	$115,025	$120,732	$123,750	$126,844
			9	$115,749	$121,493	$124,530	$127,643
			10	$116,475	$122,255	$125,311	$128,444
			11	$117,201	$123,016	$126,091	$129,243
			12	$117,930	$123,781	$126,876	$130,048
			13	$118,656	$124,543	$127,657	$130,848
			14	$119,381	$125,305	$128,438	$131,649
			15	$120,125	$126,085	$129,237	$132,468
			16	$120,125	$126,085	$129,237	$132,468
			17	$120,125	$126,085	$129,237	$132,468
			18	$120,125	$126,085	$129,237	$132,468
			19	$120,125	$126,085	$129,237	$132,468
			20	$120,125	$126,085	$129,237	$132,468
			21	$120,125	$126,085	$129,237	$132,468
			22	$120,125	$126,085	$129,237	$132,468
			23	$120,125	$126,085	$129,237	$132,468
			24	$120,125	$126,085	$129,237	$132,468
			25	$120,125	$126,085	$129,237	$132,468
			26	$120,125	$126,085	$129,237	$132,468
			27	$121,916	$127,965	$131,164	$134,443

Note: Steps do not equate to years of service.

Spotsylvania County Public Schools Pay Scales - FY 2027 Adopted Budget

Grade	Grade Description	Grade Type	Step	FY2024	FY2025	FY2026	FY2027
EPR	ELEM PRINCIPAL	CONTRACTED 12 MONTH EXEMPT EMP	0	$114,870	$120,570	$123,584	$126,674
			1	$117,166	$122,980	$126,055	$129,206
			2	$119,510	$125,440	$128,576	$131,790
			3	$121,902	$127,951	$131,150	$134,429
			4	$124,341	$130,510	$133,773	$137,117
			5	$126,826	$133,119	$136,447	$139,858
			6	$129,361	$135,780	$139,175	$142,654
			7	$131,950	$138,498	$141,960	$145,509
			8	$133,270	$139,883	$143,380	$146,965
			9	$134,603	$141,282	$144,814	$148,434
			10	$135,947	$142,692	$146,259	$149,915
			11	$137,309	$144,122	$147,725	$151,418
			12	$138,680	$145,561	$149,200	$152,930
			13	$140,069	$147,019	$150,694	$154,461
			14	$141,469	$148,488	$152,200	$156,005
			15	$142,881	$149,970	$153,719	$157,562
			16	$144,310	$151,471	$155,258	$159,139
			17	$145,752	$152,984	$156,809	$160,729
			18	$147,210	$154,514	$158,377	$162,336
			19	$148,683	$156,060	$159,962	$163,961
			20	$150,169	$157,620	$161,561	$165,600
			21	$150,169	$157,620	$161,561	$165,600
			22	$150,169	$157,620	$161,561	$165,600
			23	$150,169	$157,620	$161,561	$165,600
			24	$150,169	$157,620	$161,561	$165,600
			25	$150,169	$157,620	$161,561	$165,600
			26	$150,169	$157,620	$161,561	$165,600
			27	$151,676	$159,202	$163,182	$167,262
			28	$151,675	$159,201	$163,181	$167,261
			29	$151,675	$159,201	$163,181	$167,261
			30	$151,675	$159,201	$163,181	$167,261
			31	$151,675	$159,201	$163,181	$167,261
			32	$151,675	$159,201	$163,181	$167,261
			33	$151,675	$159,201	$163,181	$167,261
			34	$151,675	$159,201	$163,181	$167,261
			35	$151,675	$159,201	$163,181	$167,261

Note: Steps do not equate to years of service.

Spotsylvania County Public Schools Pay Scales - FY 2027 Adopted Budget

Grade	Grade Description	Grade Type	Step	FY2024	FY2025	FY2026	FY2027
EPR1	ELEM PR MAST+15	CONTRACTED 12 MONTH EXEMPT EMP	0	$118,317	$124,188	$127,293	$130,475
			1	$120,681	$126,668	$129,835	$133,081
			2	$123,099	$129,207	$132,437	$135,748
			3	$125,559	$131,790	$135,085	$138,462
			4	$128,071	$134,425	$137,786	$141,231
			5	$130,632	$137,114	$140,542	$144,056
			6	$133,243	$139,854	$143,350	$146,934
			7	$135,909	$142,653	$146,219	$149,874
			8	$137,265	$144,076	$147,678	$151,370
			9	$138,642	$145,521	$149,159	$152,888
			10	$140,026	$146,974	$150,648	$154,414
			11	$141,428	$148,446	$152,157	$155,961
			12	$142,840	$149,928	$153,676	$157,518
			13	$144,268	$151,426	$155,212	$159,092
			14	$145,713	$152,943	$156,767	$160,686
			15	$147,167	$154,469	$158,331	$162,289
			16	$148,641	$156,016	$159,916	$163,914
			17	$150,126	$157,575	$161,514	$165,552
			18	$151,627	$159,150	$163,129	$167,207
			19	$153,144	$160,743	$164,762	$168,881
			20	$154,676	$162,351	$166,410	$170,570
			21	$154,676	$162,351	$166,410	$170,570
			22	$154,676	$162,351	$166,410	$170,570
			23	$154,676	$162,351	$166,410	$170,570
			24	$154,676	$162,351	$166,410	$170,570
			25	$154,676	$162,351	$166,410	$170,570
			26	$154,676	$162,351	$166,410	$170,570
			27	$156,222	$163,974	$168,073	$172,275
			28	$156,222	$163,974	$168,073	$172,275
			29	$156,222	$163,974	$168,073	$172,275
			30	$156,222	$163,974	$168,073	$172,275
			31	$156,222	$163,974	$168,073	$172,275
			32	$156,222	$163,974	$168,073	$172,275
			33	$156,222	$163,974	$168,073	$172,275
			34	$156,222	$163,974	$168,073	$172,275
			35	$156,222	$163,974	$168,073	$172,275

Note: Steps do not equate to years of service.

Spotsylvania County Public Schools Pay Scales - FY 2027 Adopted Budget

Grade	Grade Description	Grade Type	Step	FY2024	FY2025	FY2026	FY2027
EPR2	EL PR EDU SPEC	CONTRACTED 12 MONTH EXEMPT EMP	0	$0	$124,809	$127,929	$131,127
			1	$0	$127,301	$130,484	$133,746
			2	$0	$129,853	$133,099	$136,426
			3	$0	$132,449	$135,760	$139,154
			4	$0	$135,097	$138,474	$141,936
			5	$0	$137,800	$141,245	$144,776
			6	$0	$140,553	$144,067	$147,669
			7	$0	$143,366	$146,950	$150,624
			8	$0	$144,796	$148,416	$152,126
			9	$0	$146,249	$149,905	$153,653
			10	$0	$147,709	$151,402	$155,187
			11	$0	$149,188	$152,918	$156,741
			12	$0	$150,678	$154,445	$158,306
			13	$0	$152,183	$155,988	$159,888
			14	$0	$153,708	$157,551	$161,490
			15	$0	$155,241	$159,122	$163,100
			16	$0	$156,796	$160,716	$164,734
			17	$0	$158,363	$162,322	$166,380
			18	$0	$159,946	$163,945	$168,044
			19	$0	$161,547	$165,586	$169,726
			20	$0	$163,163	$167,242	$171,423
			21	$0	$163,163	$167,242	$171,423
			22	$0	$163,163	$167,242	$171,423
			23	$0	$163,163	$167,242	$171,423
			24	$0	$163,163	$167,242	$171,423
			25	$0	$163,163	$167,242	$171,423
			26	$0	$163,163	$167,242	$171,423
			27	$0	$164,794	$168,914	$173,137
			28	$0	$164,794	$168,914	$173,137
			29	$0	$164,794	$168,914	$173,137
			30	$0	$164,794	$168,914	$173,137
			31	$0	$164,794	$168,914	$173,137
			32	$0	$164,794	$168,914	$173,137
			33	$0	$164,794	$168,914	$173,137
			34	$0	$164,794	$168,914	$173,137
			35	$0	$164,794	$168,914	$173,137

Note: Steps do not equate to years of service.

Spotsylvania County Public Schools Pay Scales - FY 2027 Adopted Budget

Grade	Grade Description	Grade Type	Step	FY2024	FY2025	FY2026	FY2027
EPR3	ELEM PRIN DOC	CONTRACTED 12 MONTH EXEMPT EMP	0	$121,762	$127,803	$130,998	$134,273
			1	$124,198	$130,361	$133,620	$136,961
			2	$126,683	$132,969	$136,293	$139,700
			3	$129,217	$135,628	$139,019	$142,494
			4	$131,800	$138,340	$141,799	$145,344
			5	$134,437	$141,107	$144,635	$148,251
			6	$137,124	$143,928	$147,526	$151,214
			7	$139,866	$146,806	$150,476	$154,238
			8	$141,268	$148,278	$151,985	$155,785
			9	$142,679	$149,759	$153,503	$157,341
			10	$144,104	$151,254	$155,035	$158,911
			11	$145,546	$152,768	$156,587	$160,502
			12	$147,000	$154,294	$158,151	$162,105
			13	$148,471	$155,838	$159,734	$163,727
			14	$149,956	$157,396	$161,331	$165,364
			15	$151,455	$158,970	$162,944	$167,018
			16	$152,970	$160,561	$164,575	$168,689
			17	$154,498	$162,164	$166,218	$170,373
			18	$156,045	$163,788	$167,883	$172,080
			19	$157,604	$165,424	$169,560	$173,799
			20	$159,179	$167,077	$171,254	$175,535
			21	$159,179	$167,077	$171,254	$175,535
			22	$159,179	$167,077	$171,254	$175,535
			23	$159,179	$167,077	$171,254	$175,535
			24	$159,179	$167,077	$171,254	$175,535
			25	$159,179	$167,077	$171,254	$175,535
			26	$159,179	$167,077	$171,254	$175,535
			27	$160,773	$168,750	$172,969	$177,293
			28	$160,772	$168,749	$172,968	$177,292
			29	$160,772	$168,749	$172,968	$177,292
			30	$160,772	$168,749	$172,968	$177,292
			31	$160,772	$168,749	$172,968	$177,292
			32	$160,772	$168,749	$172,968	$177,292
			33	$160,772	$168,749	$172,968	$177,292
			34	$160,772	$168,749	$172,968	$177,292
			35	$160,772	$168,749	$172,968	$177,292

Note: Steps do not equate to years of service.

Spotsylvania County Public Schools Pay Scales - FY 2027 Adopted Budget

Grade	Grade Description	Grade Type	Step	FY2024	FY2025	FY2026	FY2027
EXD	EXEC DIRECTOR	CONTRACTED 12 MONTH EXEMPT EMP	0	$127,761	$134,100	$134,704	$135,364
			1	$130,180	$136,640	$137,453	$138,072
			2	$132,645	$139,227	$140,056	$140,889
			3	$135,160	$141,867	$142,708	$143,557
			4	$137,726	$144,561	$145,414	$146,276
			5	$140,341	$147,304	$148,175	$149,049
			6	$143,009	$150,105	$150,987	$151,879
			7	$145,731	$152,961	$153,858	$154,762
			8	$146,703	$153,982	$156,785	$157,704
			9	$147,680	$155,008	$157,832	$160,705
			10	$148,667	$156,044	$158,883	$161,778
			11	$149,658	$157,083	$159,945	$162,855
			12	$150,657	$158,133	$161,010	$163,944
			13	$151,665	$159,191	$162,086	$165,035
			14	$152,677	$160,253	$163,171	$166,138
			15	$154,083	$161,729	$164,259	$167,250
			16	$154,726	$162,403	$165,772	$168,365
			17	$155,763	$163,492	$166,463	$169,916
			18	$156,803	$164,584	$167,579	$170,625
			19	$157,851	$165,683	$168,699	$171,768
			20	$158,908	$166,793	$169,825	$172,916
			21	$159,982	$167,920	$170,963	$174,071
			22	$161,045	$169,035	$172,118	$175,237
			23	$162,123	$170,167	$173,261	$176,421
			24	$163,337	$171,441	$174,421	$177,593
			25	$164,302	$172,454	$175,727	$178,782
			26	$165,744	$173,968	$176,765	$180,120
			27	$168,710	$177,081	$178,317	$181,184
			28	$169,838	$178,265	$181,508	$182,775
			29	$170,960	$179,442	$182,722	$186,046
			30	$172,087	$180,625	$183,928	$187,290
			31	$172,087	$180,625	$185,141	$188,526
			32	$172,087	$180,625	$185,141	$189,770
			33	$172,087	$180,625	$185,141	$189,770
			34	$172,087	$180,625	$185,141	$189,770
			35	$172,087	$180,625	$185,141	$189,770

Note: Steps do not equate to years of service.

Spotsylvania County Public Schools Pay Scales - FY 2027 Adopted Budget

Grade	Grade Description	Grade Type	Step	FY2024	FY2025	FY2026	FY2027
EXD1	EX DIR MSTR+15	CONTRACTED 12 MONTH EXEMPT EMP	0	$131,595	$138,125	$138,746	$139,425
			1	$134,085	$140,738	$141,578	$142,215
			2	$136,624	$143,403	$144,256	$145,117
			3	$139,215	$146,123	$146,988	$147,862
			4	$141,860	$148,899	$149,776	$150,663
			5	$144,551	$151,724	$152,621	$153,520
			6	$147,299	$154,608	$155,517	$156,437
			7	$150,103	$157,551	$158,473	$159,405
			8	$151,106	$158,604	$161,490	$162,435
			9	$152,112	$159,660	$162,569	$165,527
			10	$153,130	$160,728	$163,652	$166,633
			11	$154,148	$161,798	$164,746	$167,743
			12	$155,175	$162,875	$165,843	$168,865
			13	$156,215	$163,966	$166,947	$169,989
			14	$157,259	$165,062	$168,065	$171,121
			15	$158,708	$166,583	$169,189	$172,267
			16	$159,368	$167,276	$170,748	$173,419
			17	$160,436	$168,397	$171,458	$175,017
			18	$161,507	$169,520	$172,607	$175,744
			19	$162,587	$170,655	$173,758	$176,922
			20	$163,675	$171,797	$174,921	$178,102
			21	$164,781	$172,957	$176,092	$179,294
			22	$165,877	$174,107	$177,281	$180,494
			23	$166,988	$175,274	$178,460	$181,713
			24	$168,238	$176,586	$179,656	$182,922
			25	$169,232	$177,629	$181,001	$184,147
			26	$170,716	$179,187	$182,070	$185,526
			27	$173,773	$182,395	$183,667	$186,622
			28	$174,932	$183,612	$186,955	$188,259
			29	$176,089	$184,826	$188,202	$191,629
			30	$177,251	$186,046	$189,447	$192,907
			31	$177,251	$186,046	$190,697	$194,183
			32	$177,251	$186,046	$190,697	$195,464
			33	$177,251	$186,046	$190,697	$195,464
			34	$177,251	$186,046	$190,697	$195,464
			35	$177,251	$186,046	$190,697	$195,464

Note: Steps do not equate to years of service.

Spotsylvania County Public Schools Pay Scales - FY 2027 Adopted Budget

Grade	Grade Description	Grade Type	Step	FY2024	FY2025	FY2026	FY2027
EXD2	EX DIR EDU SPEC	CONTRACTED 12 MONTH EXEMPT EMP	0	$133,514	$140,139	$140,770	$141,460
			1	$136,040	$142,790	$143,642	$144,289
			2	$138,613	$145,491	$146,360	$147,233
			3	$141,243	$148,251	$149,128	$150,019
			4	$143,924	$151,065	$151,957	$152,856
			5	$146,656	$153,932	$154,842	$155,756
			6	$149,445	$156,861	$157,780	$158,713
			7	$152,291	$159,848	$160,783	$161,725
			8	$153,307	$160,914	$163,844	$164,803
			9	$154,326	$161,983	$164,937	$167,940
			10	$155,359	$163,068	$166,033	$169,060
			11	$156,392	$164,152	$167,145	$170,184
			12	$157,437	$165,249	$168,256	$171,324
			13	$158,491	$166,355	$169,380	$172,462
			14	$159,549	$167,466	$170,514	$173,615
			15	$161,019	$169,009	$171,653	$174,777
			16	$161,690	$169,712	$173,234	$175,944
			17	$162,772	$170,848	$173,955	$177,565
			18	$163,857	$171,987	$175,119	$178,304
			19	$164,956	$173,141	$176,287	$179,497
			20	$166,059	$174,299	$177,470	$180,694
			21	$167,183	$175,479	$178,656	$181,907
			22	$168,292	$176,642	$179,866	$183,122
			23	$169,416	$177,822	$181,058	$184,363
			24	$170,686	$179,155	$182,268	$185,584
			25	$171,698	$180,218	$183,634	$186,825
			26	$173,201	$181,795	$184,723	$188,225
			27	$176,304	$185,053	$186,340	$189,341
			28	$177,480	$186,287	$189,679	$190,999
			29	$178,651	$187,516	$190,944	$194,421
			30	$179,832	$188,756	$192,204	$195,718
			31	$179,832	$188,756	$193,475	$197,009
			32	$179,832	$188,756	$193,475	$198,312
			33	$179,832	$188,756	$193,475	$198,312
			34	$179,832	$188,756	$193,475	$198,312
			35	$179,832	$188,756	$193,475	$198,312

Note: Steps do not equate to years of service.

Spotsylvania County Public Schools Pay Scales - FY 2027 Adopted Budget

Grade	Grade Description	Grade Type	Step	FY2024	FY2025	FY2026	FY2027
EXD3	EXEC DIR DOC	CONTRACTED 12 MONTH EXEMPT EMP	0	$135,429	$142,149	$142,789	$143,489
			1	$137,991	$144,838	$145,703	$146,359
			2	$140,604	$147,581	$148,459	$149,346
			3	$143,267	$150,376	$151,271	$152,170
			4	$145,991	$153,235	$154,135	$155,053
			5	$148,762	$156,143	$157,066	$157,988
			6	$151,587	$159,109	$160,047	$160,993
			7	$154,475	$162,140	$163,087	$164,048
			8	$155,506	$163,222	$166,194	$167,164
			9	$156,540	$164,308	$167,303	$170,349
			10	$157,589	$165,409	$168,416	$171,486
			11	$158,637	$166,509	$169,544	$172,626
			12	$159,699	$167,623	$170,672	$173,783
			13	$160,764	$168,742	$171,814	$174,939
			14	$161,839	$169,869	$172,961	$176,109
			15	$163,330	$171,434	$174,116	$177,285
			16	$164,012	$172,150	$175,720	$178,469
			17	$165,108	$173,301	$176,454	$180,113
			18	$166,211	$174,458	$177,634	$180,865
			19	$167,322	$175,624	$178,819	$182,075
			20	$168,442	$176,800	$180,015	$183,289
			21	$169,581	$177,995	$181,220	$184,515
			22	$170,709	$179,180	$182,445	$185,751
			23	$171,850	$180,378	$183,660	$187,006
			24	$173,139	$181,730	$184,887	$188,252
			25	$174,159	$182,801	$186,273	$189,509
			26	$175,687	$184,404	$187,371	$190,930
			27	$178,833	$187,706	$189,014	$192,055
			28	$180,028	$188,961	$192,399	$193,739
			29	$181,218	$190,210	$193,685	$197,209
			30	$182,413	$191,465	$194,965	$198,527
			31	$182,413	$191,465	$196,252	$199,839
			32	$182,413	$191,465	$196,252	$201,158
			33	$182,413	$191,465	$196,252	$201,158
			34	$182,413	$191,465	$196,252	$201,158
			35	$182,413	$191,465	$196,252	$201,158

Note: Steps do not equate to years of service.

Spotsylvania County Public Schools Pay Scales - FY 2027 Adopted Budget

Grade	Grade Description	Grade Type	Step	FY2024	FY2025	FY2026	FY2027
FINA	FINANCL ANLYST	CONTRACTED 12 MONTH EXEMPT EMP	0	$72,409	$76,002	$76,344	$77,242
			1	$74,185	$77,866	$77,902	$78,787
			2	$74,575	$78,276	$79,813	$80,395
			3	$74,982	$78,702	$80,233	$82,367
			4	$75,553	$79,302	$80,670	$82,800
			5	$76,138	$79,916	$81,285	$83,251
			6	$77,358	$81,196	$81,914	$83,886
			7	$78,623	$82,525	$83,226	$84,535
			8	$79,933	$83,900	$84,588	$85,889
			9	$81,484	$85,527	$85,998	$87,295
			10	$82,894	$87,007	$87,665	$88,750
			11	$83,763	$87,919	$89,182	$90,470
			12	$85,859	$90,119	$90,117	$92,036
			13	$88,006	$92,372	$92,372	$93,001
			14	$90,203	$94,680	$94,681	$95,328
			15	$92,460	$97,048	$97,047	$97,711
			16	$94,768	$99,470	$99,474	$100,153
			17	$97,140	$101,960	$101,957	$102,657
			18	$99,567	$104,508	$104,509	$105,220
			19	$102,059	$107,123	$107,121	$107,853
			20	$104,604	$109,795	$109,801	$110,549
			21	$107,225	$112,545	$112,540	$113,315
			22	$109,904	$115,357	$115,359	$116,141
			23	$112,650	$118,240	$118,241	$119,050
			24	$115,466	$121,196	$121,196	$122,025
			25	$118,354	$124,226	$124,226	$125,074
			26	$121,312	$127,331	$127,332	$128,201
			27	$124,344	$130,514	$130,514	$131,407
			28	$127,451	$133,775	$133,777	$134,690
			29	$130,639	$137,121	$137,119	$138,058
			30	$133,903	$140,548	$140,549	$141,507
			31	$137,252	$144,062	$144,062	$145,047
			32	$140,682	$147,663	$147,664	$148,672
			33	$144,201	$151,355	$151,355	$152,389
			34	$147,804	$155,139	$155,139	$156,198
			35	$151,501	$159,019	$159,017	$160,103

Note: Steps do not equate to years of service.

Spotsylvania County Public Schools Pay Scales - FY 2027 Adopted Budget

Grade	Grade Description	Grade Type	Step	FY2024	FY2025	FY2026	FY2027
HAP	HS ASST PRINC	CONTRACTED 12 MONTH EXEMPT EMP	0	$108,173	$113,541	$116,380	$119,290
			1	$109,205	$114,624	$117,490	$120,427
			2	$110,234	$115,704	$118,597	$121,562
			3	$111,265	$116,787	$119,707	$122,700
			4	$112,299	$117,871	$120,818	$123,838
			5	$113,328	$118,951	$121,925	$124,973
			6	$114,358	$120,032	$123,033	$126,109
			7	$115,388	$121,114	$124,142	$127,246
			8	$116,419	$122,195	$125,250	$128,381
			9	$117,452	$123,280	$126,362	$129,521
			10	$118,481	$124,360	$127,469	$130,656
			11	$119,508	$125,438	$128,574	$131,788
			12	$120,538	$126,519	$129,682	$132,924
			13	$121,569	$127,602	$130,792	$134,062
			14	$122,601	$128,684	$131,901	$135,199
			15	$123,631	$129,766	$133,010	$136,335
			16	$123,631	$129,766	$133,010	$136,335
			17	$123,631	$129,766	$133,010	$136,335
			18	$123,631	$129,766	$133,010	$136,335
			19	$123,631	$129,766	$133,010	$136,335
			20	$123,631	$129,766	$133,010	$136,335
			21	$123,631	$129,766	$133,010	$136,335
			22	$123,631	$129,766	$133,010	$136,335
			23	$123,631	$129,766	$133,010	$136,335
			24	$123,631	$129,766	$133,010	$136,335
			25	$123,631	$129,766	$133,010	$136,335
			26	$123,631	$129,766	$133,010	$136,335
			27	$125,315	$131,533	$134,821	$138,192

Note: Steps do not equate to years of service.

Spotsylvania County Public Schools Pay Scales - FY 2027 Adopted Budget

Grade	Grade Description	Grade Type	Step	FY2024	FY2025	FY2026	FY2027
HAP1	HS AP MAST+15	CONTRACTED 12 MONTH EXEMPT EMP	0	$111,423	$116,951	$119,875	$122,872
			1	$112,481	$118,063	$121,015	$124,040
			2	$113,542	$119,175	$122,154	$125,208
			3	$114,602	$120,289	$123,296	$126,378
			4	$115,670	$121,409	$124,444	$127,555
			5	$116,725	$122,517	$125,580	$128,720
			6	$117,789	$123,634	$126,725	$129,893
			7	$118,848	$124,745	$127,864	$131,061
			8	$119,910	$125,860	$129,007	$132,232
			9	$120,974	$126,976	$130,150	$133,404
			10	$122,033	$128,089	$131,291	$134,573
			11	$123,098	$129,206	$132,436	$135,747
			12	$124,154	$130,315	$133,573	$136,912
			13	$125,218	$131,431	$134,717	$138,085
			14	$126,278	$132,545	$135,859	$139,255
			15	$127,340	$133,658	$136,999	$140,424
			16	$127,340	$133,658	$136,999	$140,424
			17	$127,340	$133,658	$136,999	$140,424
			18	$127,340	$133,658	$136,999	$140,424
			19	$127,340	$133,658	$136,999	$140,424
			20	$127,340	$133,658	$136,999	$140,424
			21	$127,340	$133,658	$136,999	$140,424
			22	$127,340	$133,658	$136,999	$140,424
			23	$127,340	$133,658	$136,999	$140,424
			24	$127,340	$133,658	$136,999	$140,424
			25	$127,340	$133,658	$136,999	$140,424
			26	$127,340	$133,658	$136,999	$140,424
			27	$129,078	$135,482	$138,869	$142,341

Note: Steps do not equate to years of service.

Spotsylvania County Public Schools Pay Scales - FY 2027 Adopted Budget

Grade	Grade Description	Grade Type	Step	FY2024	FY2025	FY2026	FY2027
HAP2	HS ASST PR EDU	CONTRACTED 12 MONTH EXEMPT EMP	0	$113,044	$118,653	$121,619	$124,659
			1	$114,118	$119,781	$122,776	$125,845
			2	$115,196	$120,912	$123,935	$127,033
			3	$116,273	$122,043	$125,094	$128,221
			4	$117,353	$123,177	$126,256	$129,412
			5	$118,424	$124,300	$127,408	$130,593
			6	$119,504	$125,433	$128,569	$131,783
			7	$120,577	$126,559	$129,723	$132,966
			8	$121,656	$127,692	$130,884	$134,156
			9	$122,736	$128,825	$132,046	$135,347
			10	$123,811	$129,954	$133,203	$136,533
			11	$124,886	$131,083	$134,360	$137,719
			12	$125,962	$132,212	$135,517	$138,905
			13	$127,042	$133,345	$136,679	$140,096
			14	$128,119	$134,476	$137,838	$141,284
			15	$129,192	$135,603	$138,993	$142,468
			16	$129,192	$135,603	$138,993	$142,468
			17	$129,192	$135,603	$138,993	$142,468
			18	$129,192	$135,603	$138,993	$142,468
			19	$129,192	$135,603	$138,993	$142,468
			20	$129,192	$135,603	$138,993	$142,468
			21	$129,192	$135,603	$138,993	$142,468
			22	$129,192	$135,603	$138,993	$142,468
			23	$129,192	$135,603	$138,993	$142,468
			24	$129,192	$135,603	$138,993	$142,468
			25	$129,192	$135,603	$138,993	$142,468
			26	$129,192	$135,603	$138,993	$142,468
			27	$130,955	$137,452	$140,888	$144,410

Note: Steps do not equate to years of service.

Spotsylvania County Public Schools Pay Scales - FY 2027 Adopted Budget

Grade	Grade Description	Grade Type	Step	FY2024	FY2025	FY2026	FY2027
HAP3	HS ASST PR DOC	CONTRACTED 12 MONTH EXEMPT EMP	0	$114,667	$120,357	$123,366	$126,450
			1	$115,757	$121,501	$124,539	$127,652
			2	$116,847	$122,645	$125,711	$128,854
			3	$117,941	$123,794	$126,889	$130,061
			4	$119,041	$124,947	$128,071	$131,273
			5	$120,125	$126,085	$129,237	$132,468
			6	$121,220	$127,235	$130,416	$133,676
			7	$122,311	$128,380	$131,590	$134,880
			8	$123,404	$129,528	$132,766	$136,085
			9	$124,497	$130,675	$133,942	$137,291
			10	$125,588	$131,820	$135,116	$138,494
			11	$126,681	$132,967	$136,291	$139,698
			12	$127,769	$134,109	$137,462	$140,899
			13	$128,863	$135,258	$138,639	$142,105
			14	$129,959	$136,407	$139,817	$143,312
			15	$131,046	$137,548	$140,987	$144,512
			16	$131,046	$137,548	$140,987	$144,512
			17	$131,046	$137,548	$140,987	$144,512
			18	$131,046	$137,548	$140,987	$144,512
			19	$131,046	$137,548	$140,987	$144,512
			20	$131,046	$137,548	$140,987	$144,512
			21	$131,046	$137,548	$140,987	$144,512
			22	$131,046	$137,548	$140,987	$144,512
			23	$131,046	$137,548	$140,987	$144,512
			24	$131,046	$137,548	$140,987	$144,512
			25	$131,046	$137,548	$140,987	$144,512
			26	$131,046	$137,548	$140,987	$144,512
			27	$132,836	$139,427	$142,913	$146,486

Note: Steps do not equate to years of service.

Spotsylvania County Public Schools Pay Scales - FY 2027 Adopted Budget

Grade	Grade Description	Grade Type	Step	FY2024	FY2025	FY2026	FY2027
HC12	HEAD CUSTODIANS	CONTRACTED 12 MONTH NON-EXEMPT	0	$36,640	$38,458	$38,632	$39,868
			1	$37,611	$39,477	$39,419	$39,868
			2	$38,600	$40,515	$40,464	$40,680
			3	$39,639	$41,606	$41,528	$41,759
			4	$40,697	$42,716	$42,646	$42,857
			5	$41,776	$43,849	$43,784	$44,011
			6	$42,881	$45,009	$44,945	$45,185
			7	$44,006	$46,189	$46,134	$46,383
			8	$45,199	$47,442	$47,344	$47,610
			9	$46,370	$48,671	$48,628	$48,859
			10	$47,613	$49,976	$49,888	$50,184
			11	$48,883	$51,308	$51,225	$51,484
			12	$50,231	$52,724	$52,591	$52,864
			13	$51,553	$54,111	$54,042	$54,274
			14	$52,963	$55,591	$55,464	$55,771
			15	$54,348	$57,044	$56,981	$57,239
			16	$55,825	$58,596	$58,470	$58,804
			17	$57,335	$60,180	$60,061	$60,341
			18	$58,885	$61,807	$61,685	$61,983
			19	$60,524	$63,527	$63,352	$63,659
			20	$62,715	$65,827	$65,115	$65,379
			21	$62,715	$65,827	$67,473	$67,199
			22	$62,715	$65,827	$67,473	$69,632
			23	$62,715	$65,827	$67,473	$69,632
			24	$62,715	$65,827	$67,473	$69,632
			25	$63,350	$66,493	$67,473	$69,632
			26	$63,350	$66,493	$68,155	$69,632
			27	$65,360	$68,603	$68,155	$70,336
			28	$65,360	$68,603	$70,318	$70,336
			29	$65,360	$68,603	$70,318	$72,568
			30	$66,665	$69,972	$70,318	$72,568
			31	$66,665	$69,972	$71,721	$72,568
			32	$66,665	$69,972	$71,721	$74,016
			33	$66,665	$69,972	$71,721	$74,016
			34	$66,665	$69,972	$71,721	$74,016
			35	$67,998	$71,372	$71,721	$74,016

Note: Steps do not equate to years of service.

Spotsylvania County Public Schools Pay Scales - FY 2027 Adopted Budget

Grade	Grade Description	Grade Type	Step	FY2024	FY2025	FY2026	FY2027
HPR	HS PRINCIPAL	CONTRACTED 12 MONTH EXEMPT EMP	0	$131,514	$138,040	$141,491	$145,028
			1	$134,145	$140,801	$144,321	$147,929
			2	$136,829	$143,618	$147,208	$150,888
			3	$139,566	$146,491	$150,153	$153,907
			4	$142,356	$149,419	$153,154	$156,983
			5	$145,205	$152,409	$156,219	$160,124
			6	$148,106	$155,455	$159,341	$163,325
			7	$151,067	$158,562	$162,526	$166,589
			8	$152,580	$160,151	$164,155	$168,259
			9	$154,105	$161,752	$165,796	$169,941
			10	$155,648	$163,371	$167,455	$171,641
			11	$157,203	$165,003	$169,128	$173,356
			12	$158,774	$166,652	$170,818	$175,088
			13	$160,364	$168,322	$172,530	$176,843
			14	$161,969	$170,006	$174,256	$178,612
			15	$163,585	$171,702	$175,995	$180,395
			16	$165,222	$173,420	$177,756	$182,200
			17	$166,873	$175,154	$179,533	$184,021
			18	$168,542	$176,905	$181,328	$185,861
			19	$170,230	$178,677	$183,144	$187,723
			20	$171,929	$180,460	$184,972	$189,596
			21	$171,929	$180,460	$184,972	$189,596
			22	$171,929	$180,460	$184,972	$189,596
			23	$171,929	$180,460	$184,972	$189,596
			24	$171,929	$180,460	$184,972	$189,596
			25	$171,929	$180,460	$184,972	$189,596
			26	$171,929	$180,460	$184,972	$189,596
			27	$173,650	$182,267	$186,824	$191,495
			28	$173,650	$182,267	$186,824	$191,495
			29	$173,650	$182,267	$186,824	$191,495
			30	$173,650	$182,267	$186,824	$191,495
			31	$173,650	$182,267	$186,824	$191,495
			32	$173,650	$182,267	$186,824	$191,495
			33	$173,650	$182,267	$186,824	$191,495
			34	$173,650	$182,267	$186,824	$191,495
			35	$173,650	$182,267	$186,824	$191,495

Note: Steps do not equate to years of service.

Spotsylvania County Public Schools Pay Scales - FY 2027 Adopted Budget

Grade	Grade Description	Grade Type	Step	FY2024	FY2025	FY2026	FY2027
HPR1	HS PR MAST+15	CONTRACTED 12 MONTH EXEMPT EMP	0	$135,462	$142,183	$145,738	$149,381
			1	$138,170	$145,025	$148,651	$152,367
			2	$140,934	$147,928	$151,626	$155,417
			3	$143,750	$150,883	$154,655	$158,521
			4	$146,626	$153,902	$157,750	$161,694
			5	$149,560	$156,981	$160,906	$164,929
			6	$152,549	$160,119	$164,122	$168,225
			7	$155,600	$163,320	$167,403	$171,588
			8	$157,156	$164,953	$169,077	$173,304
			9	$158,730	$166,606	$170,771	$175,040
			10	$160,316	$168,271	$172,478	$176,790
			11	$161,921	$169,955	$174,204	$178,559
			12	$163,536	$171,651	$175,942	$180,341
			13	$165,172	$173,368	$177,702	$182,145
			14	$166,823	$175,101	$179,479	$183,966
			15	$168,490	$176,851	$181,272	$185,804
			16	$170,178	$178,622	$183,088	$187,665
			17	$171,877	$180,405	$184,915	$189,538
			18	$173,597	$182,210	$186,765	$191,434
			19	$175,334	$184,034	$188,635	$193,351
			20	$177,086	$185,873	$190,520	$195,283
			21	$177,086	$185,873	$190,520	$195,283
			22	$177,086	$185,873	$190,520	$195,283
			23	$177,086	$185,873	$190,520	$195,283
			24	$177,086	$185,873	$190,520	$195,283
			25	$177,086	$185,873	$190,520	$195,283
			26	$177,086	$185,873	$190,520	$195,283
			27	$178,861	$187,736	$192,429	$197,240
			28	$178,861	$187,736	$192,429	$197,240
			29	$178,861	$187,736	$192,429	$197,240
			30	$178,861	$187,736	$192,429	$197,240
			31	$178,861	$187,736	$192,429	$197,240
			32	$178,861	$187,736	$192,429	$197,240
			33	$178,861	$187,736	$192,429	$197,240
			34	$178,861	$187,736	$192,429	$197,240
			35	$178,861	$187,736	$192,429	$197,240

Note: Steps do not equate to years of service.

Spotsylvania County Public Schools Pay Scales - FY 2027 Adopted Budget

Grade	Grade Description	Grade Type	Step	FY2024	FY2025	FY2026	FY2027
HPR2	HS PR ED SPEC	CONTRACTED 12 MONTH EXEMPT EMP	0	$137,435	$144,254	$147,860	$151,557
			1	$140,178	$147,133	$150,811	$154,581
			2	$142,988	$150,083	$153,835	$157,681
			3	$145,847	$153,084	$156,911	$160,834
			4	$148,762	$156,143	$160,047	$164,048
			5	$151,738	$159,267	$163,249	$167,330
			6	$154,772	$162,452	$166,513	$170,676
			7	$157,868	$165,701	$169,844	$174,090
			8	$159,447	$167,359	$171,543	$175,832
			9	$161,040	$169,030	$173,256	$177,587
			10	$162,649	$170,719	$174,987	$179,362
			11	$164,276	$172,427	$176,738	$181,156
			12	$165,918	$174,150	$178,504	$182,967
			13	$167,579	$175,894	$180,291	$184,798
			14	$169,253	$177,651	$182,092	$186,644
			15	$170,943	$179,425	$183,911	$188,509
			16	$172,657	$181,223	$185,754	$190,398
			17	$174,380	$183,032	$187,608	$192,298
			18	$176,126	$184,865	$189,487	$194,224
			19	$177,887	$186,713	$191,381	$196,166
			20	$179,664	$188,580	$193,295	$198,127
			21	$179,664	$188,580	$193,295	$198,127
			22	$179,664	$188,580	$193,295	$198,127
			23	$179,664	$188,580	$193,295	$198,127
			24	$179,664	$188,580	$193,295	$198,127
			25	$179,663	$188,579	$193,293	$198,125
			26	$179,664	$188,580	$193,295	$198,127
			27	$181,465	$190,470	$195,232	$200,113
			28	$181,465	$190,470	$195,232	$200,113
			29	$181,465	$190,470	$195,232	$200,113
			30	$181,465	$190,470	$195,232	$200,113
			31	$181,465	$190,470	$195,232	$200,113
			32	$181,465	$190,470	$195,232	$200,113
			33	$181,465	$190,470	$195,232	$200,113
			34	$181,465	$190,470	$195,232	$200,113
			35	$181,465	$190,470	$195,232	$200,113

Note: Steps do not equate to years of service.

Spotsylvania County Public Schools Pay Scales - FY 2027 Adopted Budget

Grade	Grade Description	Grade Type	Step	FY2024	FY2025	FY2026	FY2027
HPR3	HS PRIN DOC	CONTRACTED 12 MONTH EXEMPT EMP	0	$139,406	$146,324	$149,982	$153,732
			1	$142,193	$149,249	$152,980	$156,805
			2	$145,041	$152,237	$156,043	$159,944
			3	$147,938	$155,279	$159,161	$163,140
			4	$150,897	$158,384	$162,344	$166,403
			5	$153,915	$161,552	$165,591	$169,731
			6	$156,992	$164,781	$168,901	$173,124
			7	$160,129	$168,074	$172,276	$176,583
			8	$161,734	$169,758	$174,002	$178,352
			9	$163,350	$171,455	$175,741	$180,135
			10	$164,984	$173,171	$177,500	$181,938
			11	$166,633	$174,901	$179,274	$183,756
			12	$168,299	$176,650	$181,066	$185,593
			13	$169,985	$178,419	$182,879	$187,451
			14	$171,682	$180,201	$184,706	$189,324
			15	$173,399	$182,003	$186,553	$191,217
			16	$175,136	$183,826	$188,422	$193,133
			17	$176,883	$185,660	$190,302	$195,060
			18	$178,653	$187,518	$192,206	$197,011
			19	$180,441	$189,394	$194,129	$198,982
			20	$182,243	$191,286	$196,068	$200,970
			21	$182,243	$191,286	$196,068	$200,970
			22	$182,243	$191,286	$196,068	$200,970
			23	$182,243	$191,286	$196,068	$200,970
			24	$182,243	$191,286	$196,068	$200,970
			25	$182,243	$191,286	$196,068	$200,970
			26	$182,243	$191,286	$196,068	$200,970
			27	$184,068	$193,201	$198,031	$202,982
			28	$184,068	$193,201	$198,031	$202,982
			29	$184,068	$193,201	$198,031	$202,982
			30	$184,068	$193,201	$198,031	$202,982
			31	$184,068	$193,201	$198,031	$202,982
			32	$184,068	$193,201	$198,031	$202,982
			33	$184,068	$193,201	$198,031	$202,982
			34	$184,068	$193,201	$198,031	$202,982
			35	$184,068	$193,201	$198,031	$202,982

Note: Steps do not equate to years of service.

Spotsylvania County Public Schools Pay Scales - FY 2027 Adopted Budget

Grade	Grade Description	Grade Type	Step	FY2024	FY2025	FY2026	FY2027
MAP	MS ASST PRINC	CONTRACTED 12 MONTH EXEMPT EMP	0	$103,026	$108,138	$110,841	$113,612
			1	$104,056	$109,219	$111,949	$114,748
			2	$105,088	$110,303	$113,061	$115,888
			3	$106,117	$111,382	$114,167	$117,021
			4	$107,145	$112,462	$115,274	$118,156
			5	$108,177	$113,545	$116,384	$119,294
			6	$109,206	$114,625	$117,491	$120,428
			7	$110,235	$115,705	$118,598	$121,563
			8	$111,269	$116,790	$119,710	$122,703
			9	$112,300	$117,872	$120,819	$123,839
			10	$113,329	$118,952	$121,926	$124,974
			11	$114,359	$120,033	$123,034	$126,110
			12	$115,390	$121,116	$124,144	$127,248
			13	$116,420	$122,196	$125,251	$128,382
			14	$117,453	$123,281	$126,363	$129,522
			15	$118,478	$124,357	$127,466	$130,653
			16	$118,478	$124,357	$127,466	$130,653
			17	$118,478	$124,357	$127,466	$130,653
			18	$118,478	$124,357	$127,466	$130,653
			19	$118,478	$124,357	$127,466	$130,653
			20	$118,478	$124,357	$127,466	$130,653
			21	$118,478	$124,357	$127,466	$130,653
			22	$118,478	$124,357	$127,466	$130,653
			23	$118,478	$124,357	$127,466	$130,653
			24	$118,478	$124,357	$127,466	$130,653
			25	$118,478	$124,357	$127,466	$130,653
			26	$118,478	$124,357	$127,466	$130,653
			27	$120,167	$126,130	$129,283	$132,515

Note: Steps do not equate to years of service.

Spotsylvania County Public Schools Pay Scales - FY 2027 Adopted Budget

Grade	Grade Description	Grade Type	Step	FY2024	FY2025	FY2026	FY2027
MAP1	MS AP MAST+15	CONTRACTED 12 MONTH EXEMPT EMP	0	$106,117	$111,382	$114,167	$117,021
			1	$107,176	$112,494	$115,306	$118,189
			2	$108,239	$113,610	$116,450	$119,361
			3	$109,301	$114,724	$117,592	$120,532
			4	$110,360	$115,836	$118,732	$121,700
			5	$111,424	$116,952	$119,876	$122,873
			6	$112,482	$118,064	$121,016	$124,041
			7	$113,543	$119,177	$122,156	$125,210
			8	$114,605	$120,292	$123,299	$126,381
			9	$115,671	$121,410	$124,445	$127,556
			10	$116,726	$122,519	$125,582	$128,722
			11	$117,792	$123,637	$126,728	$129,896
			12	$118,850	$124,746	$127,865	$131,062
			13	$119,912	$125,862	$129,009	$132,234
			14	$120,978	$126,980	$130,155	$133,409
			15	$122,032	$128,087	$131,289	$134,571
			16	$122,032	$128,087	$131,289	$134,571
			17	$122,032	$128,087	$131,289	$134,571
			18	$122,032	$128,087	$131,289	$134,571
			19	$122,032	$128,087	$131,289	$134,571
			20	$122,032	$128,087	$131,289	$134,571
			21	$122,032	$128,087	$131,289	$134,571
			22	$122,032	$128,087	$131,289	$134,571
			23	$122,032	$128,087	$131,289	$134,571
			24	$122,032	$128,087	$131,289	$134,571
			25	$122,032	$128,087	$131,289	$134,571
			26	$122,032	$128,087	$131,289	$134,571
			27	$123,772	$129,913	$133,161	$136,490

Note: Steps do not equate to years of service.

Spotsylvania County Public Schools Pay Scales - FY 2027 Adopted Budget

Grade	Grade Description	Grade Type	Step	FY2024	FY2025	FY2026	FY2027
MAP3	MS ASST PR DOC	CONTRACTED 12 MONTH EXEMPT EMP	0	$109,206	$114,625	$117,491	$120,428
			1	$110,298	$115,771	$118,665	$121,632
			2	$111,389	$116,916	$119,839	$122,835
			3	$112,482	$118,064	$121,016	$124,041
			4	$113,575	$119,211	$122,191	$125,246
			5	$114,668	$120,359	$123,368	$126,452
			6	$115,758	$121,502	$124,540	$127,654
			7	$116,848	$122,646	$125,712	$128,855
			8	$117,943	$123,796	$126,891	$130,063
			9	$119,042	$124,948	$128,072	$131,274
			10	$120,127	$126,087	$129,239	$132,470
			11	$121,221	$127,236	$130,417	$133,677
			12	$122,312	$128,381	$131,591	$134,881
			13	$123,405	$129,529	$132,767	$136,086
			14	$124,499	$130,676	$133,943	$137,292
			15	$125,586	$131,817	$135,112	$138,490
			16	$125,586	$131,817	$135,112	$138,490
			17	$125,586	$131,817	$135,112	$138,490
			18	$125,586	$131,817	$135,112	$138,490
			19	$125,586	$131,817	$135,112	$138,490
			20	$125,586	$131,817	$135,112	$138,490
			21	$125,586	$131,817	$135,112	$138,490
			22	$125,586	$131,817	$135,112	$138,490
			23	$125,586	$131,817	$135,112	$138,490
			24	$125,586	$131,817	$135,112	$138,490
			25	$125,586	$131,817	$135,112	$138,490
			26	$125,586	$131,817	$135,112	$138,490
			27	$127,377	$133,697	$137,039	$140,465

Note: Steps do not equate to years of service.

Spotsylvania County Public Schools Pay Scales - FY 2027 Adopted Budget

Grade	Grade Description	Grade Type	Step	FY2024	FY2025	FY2026	FY2027
MGR	MANAGER	CONTRACTED 12 MONTH EXEMPT EMP	0	$72,409	$76,002	$76,344	$77,242
			1	$74,185	$77,866	$77,902	$78,787
			2	$74,575	$78,276	$79,813	$80,395
			3	$74,982	$78,702	$80,233	$82,367
			4	$75,553	$79,302	$80,670	$82,800
			5	$76,138	$79,916	$81,285	$83,251
			6	$77,358	$81,196	$81,914	$83,886
			7	$78,623	$82,525	$83,226	$84,535
			8	$79,933	$83,900	$84,588	$85,889
			9	$81,484	$85,527	$85,998	$87,295
			10	$82,894	$87,007	$87,665	$88,750
			11	$83,763	$87,919	$89,182	$90,470
			12	$85,859	$90,119	$90,117	$92,036
			13	$88,006	$92,372	$92,372	$93,001
			14	$90,203	$94,680	$94,681	$95,328
			15	$92,460	$97,048	$97,047	$97,711
			16	$94,768	$99,470	$99,474	$100,153
			17	$97,140	$101,960	$101,957	$102,657
			18	$99,567	$104,508	$104,509	$105,220
			19	$102,059	$107,123	$107,121	$107,853
			20	$104,604	$109,795	$109,801	$110,549
			21	$107,225	$112,545	$112,540	$113,315
			22	$109,904	$115,357	$115,359	$116,141
			23	$112,650	$118,240	$118,241	$119,050
			24	$115,466	$121,196	$121,196	$122,025
			25	$118,354	$124,226	$124,226	$125,074
			26	$121,312	$127,331	$127,332	$128,201
			27	$124,344	$130,514	$130,514	$131,407
			28	$127,451	$133,775	$133,777	$134,690
			29	$130,639	$137,121	$137,119	$138,058
			30	$133,903	$140,548	$140,549	$141,507
			31	$137,252	$144,062	$144,062	$145,047
			32	$140,682	$147,663	$147,664	$148,672
			33	$144,201	$151,355	$151,355	$152,389
			34	$147,804	$155,139	$155,139	$156,198
			35	$151,501	$159,019	$159,017	$160,103

Note: Steps do not equate to years of service.

Spotsylvania County Public Schools Pay Scales - FY 2027 Adopted Budget

Grade	Grade Description	Grade Type	Step	FY2024	FY2025	FY2026	FY2027
MPR	MS PRINCIPAL	CONTRACTED 12 MONTH EXEMPT EMP	0	$122,912	$129,011	$132,236	$135,542
			1	$125,371	$131,592	$134,882	$138,254
			2	$127,876	$134,221	$137,577	$141,016
			3	$130,433	$136,906	$140,329	$143,837
			4	$133,041	$139,642	$143,133	$146,711
			5	$135,701	$142,435	$145,996	$149,646
			6	$138,419	$145,288	$148,920	$152,643
			7	$141,185	$148,190	$151,895	$155,692
			8	$142,596	$149,671	$153,413	$157,248
			9	$144,024	$151,171	$154,950	$158,824
			10	$145,465	$152,683	$156,500	$160,413
			11	$146,918	$154,209	$158,064	$162,016
			12	$148,388	$155,751	$159,645	$163,636
			13	$149,871	$157,307	$161,240	$165,271
			14	$151,371	$158,882	$162,854	$166,925
			15	$152,882	$160,468	$164,480	$168,592
			16	$154,413	$162,075	$166,127	$170,280
			17	$155,954	$163,693	$167,785	$171,980
			18	$157,515	$165,330	$169,463	$173,700
			19	$159,094	$166,988	$171,163	$175,442
			20	$160,680	$168,653	$172,869	$177,191
			21	$160,680	$168,653	$172,869	$177,191
			22	$160,680	$168,653	$172,869	$177,191
			23	$160,680	$168,653	$172,869	$177,191
			24	$160,680	$168,653	$172,869	$177,191
			25	$160,680	$168,653	$172,869	$177,191
			26	$160,680	$168,653	$172,869	$177,191
			27	$162,289	$170,341	$174,600	$178,965
			28	$162,289	$170,341	$174,600	$178,965
			29	$162,289	$170,341	$174,600	$178,965
			30	$162,289	$170,341	$174,600	$178,965
			31	$162,289	$170,341	$174,600	$178,965
			32	$162,289	$170,341	$174,600	$178,965
			33	$162,289	$170,341	$174,600	$178,965
			34	$162,289	$170,341	$174,600	$178,965
			35	$162,289	$170,341	$174,600	$178,965

Note: Steps do not equate to years of service.

Spotsylvania County Public Schools Pay Scales - FY 2027 Adopted Budget

Grade	Grade Description	Grade Type	Step	FY2024	FY2025	FY2026	FY2027
MPR1	MS PRIN MAST+15	CONTRACTED 12 MONTH EXEMPT EMP	0	$126,599	$132,880	$136,202	$139,607
			1	$129,128	$135,536	$138,924	$142,397
			2	$131,711	$138,247	$141,703	$145,246
			3	$134,349	$141,015	$144,540	$148,154
			4	$137,033	$143,833	$147,429	$151,115
			5	$139,773	$146,708	$150,376	$154,135
			6	$142,571	$149,646	$153,387	$157,222
			7	$145,421	$152,637	$156,453	$160,364
			8	$146,875	$154,163	$158,017	$161,967
			9	$148,344	$155,705	$159,598	$163,588
			10	$149,827	$157,260	$161,192	$165,222
			11	$151,324	$158,832	$162,803	$166,873
			12	$152,842	$160,426	$164,437	$168,548
			13	$154,366	$162,025	$166,076	$170,228
			14	$155,910	$163,646	$167,737	$171,930
			15	$157,467	$165,281	$169,413	$173,648
			16	$159,044	$166,935	$171,108	$175,386
			17	$160,633	$168,604	$172,819	$177,139
			18	$162,239	$170,289	$174,546	$178,910
			19	$163,865	$171,996	$176,296	$180,703
			20	$165,502	$173,714	$178,057	$182,508
			21	$165,502	$173,714	$178,057	$182,508
			22	$165,502	$173,714	$178,057	$182,508
			23	$165,502	$173,714	$178,057	$182,508
			24	$165,502	$173,714	$178,057	$182,508
			25	$165,502	$173,714	$178,057	$182,508
			26	$165,502	$173,714	$178,057	$182,508
			27	$167,157	$175,451	$179,837	$184,333
			28	$167,157	$175,451	$179,837	$184,333
			29	$167,157	$175,451	$179,837	$184,333
			30	$167,157	$175,451	$179,837	$184,333
			31	$167,157	$175,451	$179,837	$184,333
			32	$167,157	$175,451	$179,837	$184,333
			33	$167,157	$175,451	$179,837	$184,333
			34	$167,157	$175,451	$179,837	$184,333
			35	$167,157	$175,451	$179,837	$184,333

Note: Steps do not equate to years of service.

Spotsylvania County Public Schools Pay Scales - FY 2027 Adopted Budget

Grade	Grade Description	Grade Type	Step	FY2024	FY2025	FY2026	FY2027
MPR2	MS PR EDU SPEC	CONTRACTED 12 MONTH EXEMPT EMP	0	$127,174	$133,484	$136,821	$140,242
			1	$129,715	$136,152	$139,556	$143,045
			2	$132,307	$138,872	$142,344	$145,903
			3	$134,955	$141,652	$145,193	$148,823
			4	$137,652	$144,482	$148,094	$151,796
			5	$140,404	$147,370	$151,054	$154,830
			6	$143,214	$150,320	$154,078	$157,930
			7	$146,078	$153,327	$157,160	$161,089
			8	$147,540	$154,861	$158,733	$162,701
			9	$149,015	$156,409	$160,319	$164,327
			10	$150,501	$157,968	$161,917	$165,965
			11	$152,006	$159,549	$163,538	$167,626
			12	$153,528	$161,146	$165,175	$169,304
			13	$155,062	$162,755	$166,824	$170,995
			14	$156,614	$164,385	$168,495	$172,707
			15	$158,181	$166,030	$170,181	$174,436
			16	$159,762	$167,689	$171,881	$176,178
			17	$161,359	$169,365	$173,599	$177,939
			18	$162,974	$171,060	$175,337	$179,720
			19	$164,605	$172,773	$177,092	$181,519
			20	$166,248	$174,496	$178,858	$183,329
			21	$166,248	$174,496	$178,858	$183,329
			22	$166,248	$174,496	$178,858	$183,329
			23	$166,248	$174,496	$178,858	$183,329
			24	$166,248	$174,496	$178,858	$183,329
			25	$166,248	$174,496	$178,858	$183,329
			26	$166,248	$174,496	$178,858	$183,329
			27	$167,912	$176,243	$180,649	$185,165
			28	$167,912	$176,243	$180,649	$185,165
			29	$167,912	$176,243	$180,649	$185,165
			30	$167,912	$176,243	$180,649	$185,165
			31	$167,912	$176,243	$180,649	$185,165
			32	$167,912	$176,243	$180,649	$185,165
			33	$167,912	$176,243	$180,649	$185,165
			34	$167,912	$176,243	$180,649	$185,165
			35	$167,912	$176,243	$180,649	$185,165

Note: Steps do not equate to years of service.

Spotsylvania County Public Schools Pay Scales - FY 2027 Adopted Budget

Grade	Grade Description	Grade Type	Step	FY2024	FY2025	FY2026	FY2027
MPR3	MS PRIN DOC	CONTRACTED 12 MONTH EXEMPT EMP	0	$130,287	$136,752	$140,171	$143,675
			1	$132,892	$139,486	$142,973	$146,547
			2	$135,549	$142,275	$145,832	$149,478
			3	$138,261	$145,121	$148,749	$152,468
			4	$141,028	$148,025	$151,726	$155,519
			5	$143,846	$150,984	$154,759	$158,628
			6	$146,723	$154,004	$157,854	$161,800
			7	$149,654	$157,080	$161,007	$165,032
			8	$151,154	$158,654	$162,620	$166,686
			9	$152,666	$160,241	$164,247	$168,353
			10	$154,193	$161,844	$165,890	$170,037
			11	$155,733	$163,460	$167,547	$171,736
			12	$157,290	$165,095	$169,222	$173,453
			13	$158,864	$166,747	$170,916	$175,189
			14	$160,454	$168,415	$172,625	$176,941
			15	$162,057	$170,098	$174,350	$178,709
			16	$163,677	$171,799	$176,094	$180,496
			17	$165,313	$173,516	$177,854	$182,300
			18	$166,966	$175,250	$179,631	$184,122
			19	$168,637	$177,004	$181,429	$185,965
			20	$170,322	$178,773	$183,242	$187,823
			21	$170,322	$178,773	$183,242	$187,823
			22	$170,322	$178,773	$183,242	$187,823
			23	$170,322	$178,773	$183,242	$187,823
			24	$170,322	$178,773	$183,242	$187,823
			25	$170,322	$178,773	$183,242	$187,823
			26	$170,322	$178,773	$183,242	$187,823
			27	$172,025	$180,560	$185,074	$189,701
			28	$172,025	$180,560	$185,074	$189,701
			29	$172,025	$180,560	$185,074	$189,701
			30	$172,025	$180,560	$185,074	$189,701
			31	$172,025	$180,560	$185,074	$189,701
			32	$172,025	$180,560	$185,074	$189,701
			33	$172,025	$180,560	$185,074	$189,701
			34	$172,025	$180,560	$185,074	$189,701
			35	$172,025	$180,560	$185,074	$189,701

Note: Steps do not equate to years of service.

Spotsylvania County Public Schools Pay Scales - FY 2027 Adopted Budget

Grade	Grade Description	Grade Type	Step	FY2024	FY2025	FY2026	FY2027
MT1	MAINT TECH 1	CONTRACTED 12 MONTH NON-EXEMPT	0	$34,239	$35,939	$36,101	$36,525
			1	$34,826	$36,555	$36,837	$37,256
			2	$35,844	$37,623	$37,469	$38,016
			3	$36,740	$38,562	$38,564	$38,668
			4	$37,634	$39,502	$39,526	$39,798
			5	$38,527	$40,438	$40,490	$40,791
			6	$39,428	$41,384	$41,449	$41,786
			7	$40,320	$42,321	$42,419	$42,775
			8	$41,215	$43,260	$43,379	$43,776
			9	$42,118	$44,208	$44,342	$44,767
			10	$43,010	$45,144	$45,313	$45,761
			11	$43,906	$46,084	$46,273	$46,763
			12	$44,797	$47,020	$47,236	$47,754
			13	$45,697	$47,964	$48,196	$48,748
			14	$46,590	$48,901	$49,163	$49,738
			15	$47,490	$49,847	$50,124	$50,736
			16	$48,379	$50,779	$51,093	$51,728
			17	$49,279	$51,724	$52,048	$52,728
			18	$50,170	$52,660	$53,017	$53,714
			19	$51,067	$53,600	$53,977	$54,714
			20	$52,476	$55,079	$54,940	$55,704
			21	$52,476	$55,079	$56,456	$56,698
			22	$52,476	$55,079	$56,456	$58,263
			23	$52,476	$55,079	$56,456	$58,263
			24	$52,476	$55,079	$56,456	$58,263
			25	$53,000	$55,629	$56,456	$58,263
			26	$53,000	$55,629	$57,020	$58,263
			27	$54,766	$57,483	$57,020	$58,845
			28	$54,766	$57,483	$58,920	$58,845
			29	$54,766	$57,483	$58,920	$60,805
			30	$55,858	$58,630	$58,920	$60,805

Note: Steps do not equate to years of service.

Spotsylvania County Public Schools Pay Scales - FY 2027 Adopted Budget

Grade	Grade Description	Grade Type	Step	FY2024	FY2025	FY2026	FY2027
MT2	MAINT TECH 2	CONTRACTED 12 MONTH NON-EXEMPT	0	$39,639	$41,606	$41,793	$42,285
			1	$40,315	$42,315	$42,646	$43,130
			2	$41,491	$43,549	$43,373	$44,011
			3	$42,529	$44,639	$44,638	$44,761
			4	$43,565	$45,726	$45,755	$46,066
			5	$44,601	$46,814	$46,869	$47,219
			6	$45,640	$47,905	$47,984	$48,369
			7	$46,675	$48,991	$49,103	$49,519
			8	$47,711	$50,079	$50,216	$50,674
			9	$48,753	$51,171	$51,331	$51,823
			10	$49,785	$52,255	$52,450	$52,974
			11	$50,824	$53,346	$53,561	$54,128
			12	$51,857	$54,430	$54,680	$55,275
			13	$52,897	$55,521	$55,791	$56,430
			14	$53,802	$56,472	$56,909	$57,576
			15	$54,966	$57,693	$57,884	$58,730
			16	$56,007	$58,786	$59,135	$59,736
			17	$57,043	$59,874	$60,256	$61,027
			18	$58,080	$60,962	$61,371	$62,184
			19	$59,116	$62,049	$62,486	$63,335
			20	$60,741	$63,755	$63,600	$64,486
			21	$60,741	$63,755	$65,349	$65,635
			22	$60,741	$63,755	$65,349	$67,440
			23	$60,741	$63,755	$65,349	$67,440
			24	$60,741	$63,755	$65,349	$67,440
			25	$61,346	$64,390	$65,349	$67,440
			26	$61,346	$64,390	$66,000	$67,440
			27	$63,110	$66,241	$66,000	$68,112
			28	$63,110	$66,241	$67,897	$68,112
			29	$63,110	$66,241	$67,897	$70,070
			30	$64,373	$67,568	$67,897	$70,070
			31	$64,373	$67,568	$69,257	$70,070
			32	$64,373	$67,568	$69,257	$71,473
			33	$64,373	$67,568	$69,257	$71,473
			34	$64,373	$67,568	$69,257	$71,473
			35	$65,662	$68,919	$69,257	$71,473

Note: Steps do not equate to years of service.

Spotsylvania County Public Schools Pay Scales - FY 2027 Adopted Budget

Grade	Grade Description	Grade Type	Step	FY2024	FY2025	FY2026	FY2027
MT3	MAINT TECH 3	CONTRACTED 12 MONTH NON-EXEMPT	0	$48,638	$51,052	$51,281	$51,884
			1	$49,474	$51,928	$52,328	$52,922
			2	$50,919	$53,446	$53,226	$54,002
			3	$52,191	$54,781	$54,782	$54,929
			4	$53,461	$56,113	$56,151	$56,535
			5	$54,732	$57,448	$57,516	$57,948
			6	$56,003	$58,782	$58,884	$59,357
			7	$57,275	$60,117	$60,252	$60,768
			8	$58,556	$61,462	$61,620	$62,180
			9	$59,825	$62,793	$62,999	$63,592
			10	$61,100	$64,131	$64,363	$65,015
			11	$62,372	$65,467	$65,734	$66,423
			12	$63,643	$66,801	$67,104	$67,837
			13	$64,912	$68,132	$68,471	$69,251
			14	$67,028	$70,354	$69,835	$70,662
			15	$67,464	$70,811	$72,113	$72,070
			16	$68,731	$72,141	$72,581	$74,421
			17	$70,006	$73,479	$73,945	$74,904
			18	$71,280	$74,817	$75,316	$76,311
			19	$72,552	$76,152	$76,687	$77,726
			20	$74,548	$78,247	$78,056	$79,141
			21	$74,548	$78,247	$80,203	$80,554
			22	$74,548	$78,247	$80,203	$82,769
			23	$74,548	$78,247	$80,203	$82,769
			24	$74,548	$78,247	$80,203	$82,769
			25	$75,290	$79,026	$80,203	$82,769
			26	$75,290	$79,026	$81,002	$82,769
			27	$77,071	$80,895	$81,002	$83,594
			28	$77,071	$80,895	$82,917	$83,594
			29	$77,071	$80,895	$82,917	$85,570
			30	$78,612	$82,513	$82,917	$85,570
			31	$78,612	$82,513	$84,576	$85,570
			32	$78,612	$82,513	$84,576	$87,282
			33	$78,612	$82,513	$84,576	$87,282
			34	$78,612	$82,513	$84,576	$87,282
			35	$80,183	$84,162	$84,576	$87,282

Note: Steps do not equate to years of service.

Spotsylvania County Public Schools Pay Scales - FY 2027 Adopted Budget

Grade	Grade Description	Grade Type	Step	FY2024	FY2025	FY2026	FY2027
MT4	MASTER MAINTENA	CONTRACTED 12 MONTH NON-EXEMPT	0	$0	$0	$53,846	$54,479
			1	$0	$0	$54,945	$55,569
			2	$0	$0	$55,888	$56,703
			3	$0	$0	$57,521	$57,676
			4	$0	$0	$58,958	$59,362
			5	$0	$0	$60,392	$60,845
			6	$0	$0	$61,828	$62,325
			7	$0	$0	$63,264	$63,806
			8	$0	$0	$64,701	$65,288
			9	$0	$0	$66,148	$66,771
			10	$0	$0	$67,581	$68,265
			11	$0	$0	$69,021	$69,744
			12	$0	$0	$70,459	$71,230
			13	$0	$0	$71,895	$72,714
			14	$0	$0	$73,327	$74,196
			15	$0	$0	$75,718	$75,673
			16	$0	$0	$76,210	$78,141
			17	$0	$0	$77,642	$78,649
			18	$0	$0	$79,082	$80,127
			19	$0	$0	$80,522	$81,613
			20	$0	$0	$81,959	$83,099
			21	$0	$0	$84,213	$84,582
			22	$0	$0	$84,213	$86,908
			23	$0	$0	$84,213	$86,908
			24	$0	$0	$84,213	$86,908
			25	$0	$0	$84,213	$86,908
			26	$0	$0	$85,052	$86,908
			27	$0	$0	$85,052	$87,774
			28	$0	$0	$87,063	$87,774
			29	$0	$0	$87,063	$89,849
			30	$0	$0	$87,063	$89,849
			31	$0	$0	$88,805	$89,849
			32	$0	$0	$88,805	$91,647
			33	$0	$0	$88,805	$91,647
			34	$0	$0	$88,805	$91,647
			35	$0	$0	$88,805	$91,647
			36	$0	$0	$90,579	$91,647
			37	$0	$0	$90,579	$93,478
			38	$0	$0	$90,579	$93,478
			39	$0	$0	$90,579	$93,478
			40	$0	$0	$90,579	$93,478

Note: Steps do not equate to years of service.

Spotsylvania County Public Schools Pay Scales - FY 2027 Adopted Budget

Grade	Grade Description	Grade Type	Step	FY2024	FY2025	FY2026	FY2027
MT5	NON LIC DEPT HD	CONTRACTED 12 MONTH EXEMPT EMP	0	$52,154	$54,741	$54,988	$55,635
			1	$53,010	$55,641	$56,110	$56,748
			2	$54,479	$57,183	$57,032	$57,906
			3	$55,776	$58,543	$58,613	$58,857
			4	$57,071	$59,903	$60,007	$60,489
			5	$58,370	$61,265	$61,401	$61,927
			6	$59,663	$62,624	$62,797	$63,366
			7	$60,961	$63,986	$64,190	$64,807
			8	$62,260	$65,349	$65,586	$66,244
			9	$63,554	$66,708	$66,983	$67,685
			10	$64,855	$68,074	$68,376	$69,126
			11	$66,153	$69,435	$69,776	$70,564
			12	$67,448	$70,795	$71,171	$72,009
			13	$68,744	$72,155	$72,565	$73,448
			14	$70,896	$74,413	$73,959	$74,887
			15	$71,338	$74,878	$76,273	$76,326
			16	$72,634	$76,238	$76,750	$78,714
			17	$73,933	$77,601	$78,144	$79,206
			18	$75,233	$78,966	$79,541	$80,645
			19	$76,528	$80,326	$80,940	$82,086
			20	$78,560	$82,458	$82,334	$83,530
			21	$78,560	$82,458	$84,519	$84,969
			22	$78,560	$82,458	$84,519	$87,224
			23	$78,560	$82,458	$84,519	$87,224
			24	$78,560	$82,458	$84,519	$87,224
			25	$79,319	$83,255	$84,519	$87,224
			26	$79,319	$83,255	$85,336	$87,224
			27	$81,138	$85,163	$85,336	$88,067
			28	$81,138	$85,163	$87,292	$88,067
			29	$81,138	$85,163	$87,292	$90,085
			30	$82,706	$86,810	$87,292	$90,085
			31	$82,706	$86,810	$88,980	$90,085
			32	$82,706	$86,810	$88,980	$91,827
			33	$82,706	$86,810	$88,980	$91,827
			34	$82,706	$86,810	$88,980	$91,827
			35	$84,309	$88,492	$88,980	$91,827

Note: Steps do not equate to years of service.

Spotsylvania County Public Schools Pay Scales - FY 2027 Adopted Budget

Grade	Grade Description	Grade Type	Step	FY2024	FY2025	FY2026	FY2027
MT5	NON LIC DEPT HD	CONTRACTED 12 MONTH NON-EXEMPT	0	$52,154	$54,741	$54,988	$55,635
			1	$53,010	$55,641	$56,110	$56,748
			2	$54,479	$57,183	$57,032	$57,906
			3	$55,776	$58,543	$58,613	$58,857
			4	$57,071	$59,903	$60,007	$60,489
			5	$58,370	$61,265	$61,401	$61,927
			6	$59,663	$62,624	$62,797	$63,366
			7	$60,961	$63,986	$64,190	$64,807
			8	$62,260	$65,349	$65,586	$66,244
			9	$63,554	$66,708	$66,983	$67,685
			10	$64,855	$68,074	$68,376	$69,126
			11	$66,153	$69,435	$69,776	$70,564
			12	$67,448	$70,795	$71,171	$72,009
			13	$68,744	$72,155	$72,565	$73,448
			14	$70,896	$74,413	$73,959	$74,887
			15	$71,338	$74,878	$76,273	$76,326
			16	$72,634	$76,238	$76,750	$78,714
			17	$73,933	$77,601	$78,144	$79,206
			18	$75,233	$78,966	$79,541	$80,645
			19	$76,528	$80,326	$80,940	$82,086
			20	$78,560	$82,458	$82,334	$83,530
			21	$78,560	$82,458	$84,519	$84,969
			22	$78,560	$82,458	$84,519	$87,224
			23	$78,560	$82,458	$84,519	$87,224
			24	$78,560	$82,458	$84,519	$87,224
			25	$79,319	$83,255	$84,519	$87,224
			26	$79,319	$83,255	$85,336	$87,224
			27	$81,138	$85,163	$85,336	$88,067
			28	$81,138	$85,163	$87,292	$88,067
			29	$81,138	$85,163	$87,292	$90,085
			30	$82,706	$86,810	$87,292	$90,085
			31	$82,706	$86,810	$88,980	$90,085
			32	$82,706	$86,810	$88,980	$91,827
			33	$82,706	$86,810	$88,980	$91,827
			34	$82,706	$86,810	$88,980	$91,827
			35	$84,309	$88,492	$88,980	$91,827

Note: Steps do not equate to years of service.

Spotsylvania County Public Schools Pay Scales - FY 2027 Adopted Budget

Grade	Grade Description	Grade Type	Step	FY2024	FY2025	FY2026	FY2027
MT6	LIC DEPT HEAD	CONTRACTED 12 MONTH EXEMPT EMP	0	$58,370	$61,265	$61,541	$62,266
			1	$59,663	$62,624	$62,797	$63,510
			2	$60,961	$63,986	$64,190	$64,807
			3	$62,260	$65,349	$65,586	$66,244
			4	$63,554	$66,708	$66,983	$67,685
			5	$64,855	$68,074	$68,376	$69,126
			6	$66,153	$69,435	$69,776	$70,564
			7	$67,448	$70,795	$71,171	$72,009
			8	$68,744	$72,155	$72,565	$73,448
			9	$70,896	$74,413	$73,959	$74,887
			10	$71,338	$74,878	$76,273	$76,326
			11	$72,634	$76,238	$76,750	$78,714
			12	$73,933	$77,601	$78,144	$79,206
			13	$75,233	$78,966	$79,541	$80,645
			14	$76,528	$80,326	$80,940	$82,086
			15	$78,560	$82,458	$82,334	$83,530
			16	$78,560	$82,458	$84,519	$84,969
			17	$78,560	$82,458	$84,519	$87,224
			18	$78,560	$82,458	$84,519	$87,224
			19	$78,560	$82,458	$84,519	$87,224
			20	$79,319	$83,255	$84,519	$87,224
			21	$79,319	$83,255	$85,336	$87,224
			22	$81,138	$85,163	$85,336	$88,067
			23	$81,138	$85,163	$87,292	$88,067
			24	$81,138	$85,163	$87,292	$90,085
			25	$82,706	$86,810	$87,292	$90,085
			26	$82,706	$86,810	$88,980	$90,085
			27	$82,706	$86,810	$88,980	$91,827
			28	$82,706	$86,810	$88,980	$91,827
			29	$82,706	$86,810	$88,980	$91,827
			30	$84,309	$88,492	$88,980	$91,827
			31	$85,574	$89,820	$90,704	$91,827
			32	$86,856	$91,165	$92,066	$93,607
			33	$88,158	$92,532	$93,444	$95,012
			34	$89,481	$93,921	$94,845	$96,434
			35	$90,825	$95,332	$96,269	$97,880

Note: Steps do not equate to years of service.

Spotsylvania County Public Schools Pay Scales - FY 2027 Adopted Budget

Grade	Grade Description	Grade Type	Step	FY2024	FY2025	FY2026	FY2027
PUR	PURCHASING AGT	CONTRACTED 12 MONTH EXEMPT EMP	0	$63,921	$67,092	$67,394	$68,187
			1	$65,518	$68,769	$68,769	$69,551
			2	$67,158	$70,490	$70,488	$70,970
			3	$68,837	$72,252	$72,252	$72,744
			4	$70,557	$74,058	$74,058	$74,564
			5	$72,319	$75,907	$75,909	$76,428
			6	$74,129	$77,807	$77,805	$78,338
			7	$75,981	$79,751	$79,752	$80,295
			8	$77,881	$81,745	$81,745	$82,304
			9	$79,827	$83,788	$83,789	$84,361
			10	$81,822	$85,882	$85,883	$86,470
			11	$83,870	$88,031	$88,029	$88,631
			12	$85,967	$90,232	$90,232	$90,846
			13	$88,114	$92,486	$92,488	$93,119
			14	$90,318	$94,799	$94,798	$95,448
			15	$92,575	$97,169	$97,169	$97,832
			16	$94,887	$99,596	$99,598	$100,278
			17	$97,264	$102,089	$102,086	$102,785
			18	$99,691	$104,638	$104,641	$105,353
			19	$102,182	$107,252	$107,254	$107,990
			20	$104,739	$109,936	$109,933	$110,686
			21	$107,355	$112,682	$112,684	$113,451
			22	$110,038	$115,498	$115,499	$116,290
			23	$112,788	$118,384	$118,385	$119,195
			24	$115,610	$121,346	$121,344	$122,173
			25	$118,500	$124,380	$124,380	$125,227
			26	$121,465	$127,492	$127,490	$128,360
			27	$124,500	$130,677	$130,679	$131,570
			28	$127,610	$133,941	$133,944	$134,861
			29	$130,802	$137,292	$137,290	$138,230
			30	$134,072	$140,725	$140,724	$141,683
			31	$134,072	$140,725	$144,243	$145,227
			32	$134,072	$140,725	$144,243	$148,859
			33	$134,072	$140,725	$144,243	$148,859
			34	$134,072	$140,725	$144,243	$148,859
			35	$134,072	$140,725	$144,243	$148,859

Note: Steps do not equate to years of service.

Spotsylvania County Public Schools Pay Scales - FY 2027 Adopted Budget

Grade	Grade Description	Grade Type	Step	FY2024	FY2025	FY2026	FY2027
SC10	SECRETARY 10 MO	CONTRACTED 10 MONTH NON-EXEMPT	0	$28,400	$29,809	$29,943	$30,295
			1	$28,891	$30,324	$30,554	$30,901
			2	$29,732	$31,207	$31,082	$31,532
			3	$30,474	$31,987	$31,987	$32,077
			4	$31,218	$32,766	$32,787	$33,011
			5	$31,959	$33,545	$33,585	$33,836
			6	$32,706	$34,329	$34,384	$34,660
			7	$33,447	$35,107	$35,187	$35,484
			8	$34,187	$35,883	$35,985	$36,313
			9	$34,931	$36,665	$36,780	$37,137
			10	$35,675	$37,445	$37,582	$37,957
			11	$36,422	$38,229	$38,381	$38,785
			12	$37,157	$39,001	$39,185	$39,609
			13	$37,904	$39,785	$39,976	$40,439
			14	$38,646	$40,563	$40,780	$41,255
			15	$39,391	$41,345	$41,577	$42,085
			16	$40,131	$42,122	$42,379	$42,907
			17	$40,877	$42,905	$43,175	$43,735
			18	$41,621	$43,686	$43,978	$44,557
			19	$42,363	$44,465	$44,778	$45,385
			20	$43,505	$45,663	$45,577	$46,211
			21	$43,505	$45,663	$46,805	$47,035
			22	$43,505	$45,663	$46,805	$48,303
			23	$43,505	$45,663	$46,805	$48,303
			24	$43,505	$45,663	$46,805	$48,303
			25	$43,941	$46,121	$46,805	$48,303
			26	$43,941	$46,121	$47,274	$48,303
			27	$45,468	$47,724	$47,274	$48,787
			28	$45,468	$47,724	$48,917	$48,787
			29	$45,468	$47,724	$48,917	$50,482
			30	$46,377	$48,679	$48,917	$50,482
			31	$46,377	$48,679	$49,896	$50,482
			32	$46,377	$48,679	$49,896	$51,493
			33	$46,377	$48,679	$49,896	$51,493
			34	$46,377	$48,679	$49,896	$51,493
			35	$47,305	$49,652	$49,896	$51,493

Note: Steps do not equate to years of service.

Spotsylvania County Public Schools Pay Scales - FY 2027 Adopted Budget

Grade	Grade Description	Grade Type	Step	FY2024	FY2025	FY2026	FY2027
SC11	SECRETARY 11 MO	CONTRACTED 11 MONTH NON-EXEMPT	0	$31,240	$32,948	$33,097	$33,486
			1	$31,777	$33,516	$33,772	$34,156
			2	$32,702	$34,492	$34,354	$34,853
			3	$33,522	$35,353	$35,354	$35,453
			4	$34,336	$36,216	$36,237	$36,485
			5	$35,153	$37,076	$37,121	$37,397
			6	$35,976	$37,943	$38,003	$38,309
			7	$36,793	$38,806	$38,892	$39,219
			8	$37,605	$39,660	$39,776	$40,137
			9	$38,424	$40,524	$40,652	$41,049
			10	$39,245	$41,386	$41,537	$41,953
			11	$40,063	$42,254	$42,421	$42,866
			12	$40,874	$43,107	$43,310	$43,778
			13	$41,691	$43,973	$44,185	$44,696
			14	$42,509	$44,834	$45,072	$45,599
			15	$43,329	$45,695	$45,955	$46,514
			16	$44,145	$46,556	$46,837	$47,426
			17	$44,963	$47,421	$47,720	$48,336
			18	$45,784	$48,284	$48,607	$49,247
			19	$46,600	$49,145	$49,491	$50,162
			20	$47,855	$50,470	$50,374	$51,075
			21	$47,855	$50,470	$51,732	$51,986
			22	$47,855	$50,470	$51,732	$53,387
			23	$47,855	$50,470	$51,732	$53,387
			24	$47,855	$50,470	$51,732	$53,387
			25	$48,337	$50,977	$51,732	$53,387
			26	$48,337	$50,977	$52,251	$53,387
			27	$50,015	$52,748	$52,251	$53,923
			28	$50,015	$52,748	$54,067	$53,923
			29	$50,015	$52,748	$54,067	$55,797
			30	$51,014	$53,803	$54,067	$55,797
			31	$51,014	$53,803	$55,148	$55,797
			32	$51,014	$53,803	$55,148	$56,913
			33	$51,014	$53,803	$55,148	$56,913
			34	$51,014	$53,803	$55,148	$56,913
			35	$52,036	$54,878	$55,148	$56,913

Note: Steps do not equate to years of service.

Spotsylvania County Public Schools Pay Scales - FY 2027 Adopted Budget

Grade	Grade Description	Grade Type	Step	FY2024	FY2025	FY2026	FY2027
SC12	SEC 12 MO GR 11	CONTRACTED 12 MONTH NON-EXEMPT	0	$34,081	$38,124	$38,295	$38,745
			1	$34,666	$38,784	$39,077	$39,520
			2	$35,674	$39,913	$39,754	$40,327
			3	$36,570	$40,909	$40,911	$41,026
			4	$37,459	$41,907	$41,932	$42,220
			5	$38,352	$42,902	$42,955	$43,274
			6	$39,246	$43,906	$43,975	$44,330
			7	$40,135	$44,899	$45,004	$45,382
			8	$41,021	$45,893	$46,021	$46,444
			9	$41,915	$46,892	$47,040	$47,494
			10	$42,809	$47,890	$48,064	$48,545
			11	$43,704	$48,891	$49,087	$49,602
			12	$44,588	$49,880	$50,113	$50,658
			13	$45,482	$50,882	$51,127	$51,717
			14	$46,373	$51,879	$52,154	$52,763
			15	$47,268	$52,878	$53,176	$53,823
			16	$48,158	$53,872	$54,200	$54,878
			17	$49,052	$54,873	$55,219	$55,934
			18	$49,944	$55,872	$56,245	$56,986
			19	$50,834	$56,868	$57,269	$58,045
			20	$52,207	$58,401	$58,290	$59,102
			21	$52,207	$58,401	$59,861	$60,155
			22	$52,207	$58,401	$59,861	$61,777
			23	$52,207	$58,401	$59,861	$61,777
			24	$52,207	$58,401	$59,861	$61,777
			25	$52,726	$58,987	$59,861	$61,777
			26	$52,726	$58,987	$60,462	$61,777
			27	$54,563	$61,037	$60,462	$62,397
			28	$54,563	$61,037	$62,563	$62,397
			29	$54,563	$61,037	$62,563	$64,565
			30	$55,655	$62,257	$62,563	$64,565
			31	$55,655	$62,257	$63,813	$64,565
			32	$55,655	$62,257	$63,813	$65,855
			33	$55,655	$62,257	$63,813	$65,855
			34	$55,655	$62,257	$63,813	$65,855
			35	$56,765	$63,502	$63,813	$65,855

Note: Steps do not equate to years of service.

Spotsylvania County Public Schools Pay Scales - FY 2027 Adopted Budget

Grade	Grade Description	Grade Type	Step	FY2024	FY2025	FY2026	FY2027
SSO	SCHOOL SEC OFF	CONTRACTED 10 MONTH NON-EXEMPT	0	$24,529	$25,746	$25,862	$26,166
			1	$24,950	$26,188	$26,390	$26,690
			2	$25,682	$26,956	$26,843	$27,234
			3	$26,317	$27,623	$27,630	$27,702
			4	$26,963	$28,301	$28,314	$28,514
			5	$27,603	$28,973	$29,009	$29,220
			6	$28,242	$29,643	$29,697	$29,937
			7	$28,891	$30,324	$30,384	$30,647
			8	$29,531	$30,997	$31,082	$31,356
			9	$30,164	$31,661	$31,772	$32,077
			10	$30,810	$32,339	$32,453	$32,789
			11	$31,451	$33,012	$33,147	$33,491
			12	$32,095	$33,688	$33,837	$34,208
			13	$32,732	$34,356	$34,530	$34,920
			14	$33,383	$35,040	$35,215	$35,635
			15	$34,013	$35,701	$35,916	$36,342
			16	$34,659	$36,380	$36,594	$37,065
			17	$35,299	$37,050	$37,290	$37,765
			18	$35,938	$37,722	$37,976	$38,483
			19	$36,584	$38,399	$38,665	$39,191
			20	$37,594	$39,459	$39,359	$39,902
			21	$37,594	$39,459	$40,445	$40,618
			22	$37,594	$39,459	$40,445	$41,739
			23	$37,594	$39,459	$40,445	$41,739
			24	$37,594	$39,459	$40,445	$41,739
			25	$37,966	$39,850	$40,445	$41,739
			26	$37,966	$39,850	$40,846	$41,739
			27	$39,718	$41,689	$40,846	$42,153
			28	$39,718	$41,689	$42,731	$42,153
			29	$39,718	$41,689	$42,731	$44,098
			30	$40,515	$42,526	$42,731	$44,098
			31	$40,515	$42,526	$43,589	$44,098
			32	$40,515	$42,526	$43,589	$44,984
			33	$40,515	$42,526	$43,589	$44,984
			34	$40,515	$42,526	$43,589	$44,984
			35	$41,323	$43,373	$43,589	$44,984

Note: Steps do not equate to years of service.

Spotsylvania County Public Schools Pay Scales - FY 2027 Adopted Budget

Grade	Grade Description	Grade Type	Step	FY2024	FY2025	FY2026	FY2027
ST30	TRANS SUP	CONTRACTED 12 MONTH EXEMPT EMP	0	$70,147	$73,627	$73,958	$74,828
			1	$71,351	$74,891	$75,468	$76,325
			2	$73,422	$77,066	$76,763	$77,883
			3	$75,264	$78,999	$78,993	$79,219
			4	$77,099	$80,925	$80,974	$81,521
			5	$78,929	$82,845	$82,948	$83,565
			6	$80,762	$84,769	$84,916	$85,602
			7	$82,604	$86,702	$86,888	$87,633
			8	$84,437	$88,626	$88,870	$89,668
			9	$86,269	$90,549	$90,842	$91,714
			10	$88,106	$92,478	$92,813	$93,749
			11	$89,942	$94,405	$94,790	$95,783
			12	$91,778	$96,333	$96,765	$97,823
			13	$93,612	$98,257	$98,741	$99,861
			14	$95,441	$100,177	$100,713	$101,901
			15	$97,281	$102,108	$102,681	$103,936
			16	$99,120	$104,038	$104,661	$105,967
			17	$100,952	$105,961	$106,639	$108,010
			18	$102,787	$107,886	$108,610	$110,051
			19	$104,624	$109,816	$110,583	$112,086
			20	$107,495	$112,828	$112,561	$114,122
			21	$107,495	$112,828	$115,649	$116,163
			22	$107,495	$112,828	$115,649	$119,350
			23	$107,495	$112,828	$115,649	$119,350
			24	$107,495	$112,828	$115,649	$119,350
			25	$108,572	$113,959	$115,649	$119,350
			26	$108,572	$113,959	$116,808	$119,350
			27	$110,314	$115,787	$116,808	$120,546
			28	$110,314	$115,787	$118,682	$120,546
			29	$110,314	$115,787	$118,682	$122,480
			30	$112,518	$118,101	$118,682	$122,480
			31	$112,518	$118,101	$121,054	$122,480
			32	$112,518	$118,101	$121,054	$124,928
			33	$112,518	$118,101	$121,054	$124,928
			34	$112,518	$118,101	$121,054	$124,928
			35	$114,769	$120,464	$121,054	$124,928

Note: Steps do not equate to years of service.

Spotsylvania County Public Schools Pay Scales - FY 2027 Adopted Budget

Grade	Grade Description	Grade Type	Step	FY2024	FY2025	FY2026	FY2027
SUP	SUPERVISOR	CONTRACTED 12 MONTH EXEMPT EMP	0	$108,173	$113,541	$114,052	$114,612
			1	$109,205	$114,624	$116,380	$116,903
			2	$110,234	$115,704	$117,490	$119,290
			3	$111,265	$116,787	$118,597	$120,427
			4	$112,298	$117,870	$119,707	$121,562
			5	$113,328	$118,951	$120,817	$122,700
			6	$114,358	$120,032	$121,925	$123,837
			7	$115,390	$121,116	$123,033	$124,973
			8	$116,419	$122,195	$124,144	$126,109
			9	$117,451	$123,279	$125,250	$127,248
			10	$118,481	$124,360	$126,361	$128,381
			11	$119,508	$125,438	$127,469	$129,520
			12	$120,538	$126,519	$128,574	$130,656
			13	$121,569	$127,602	$129,682	$131,788
			14	$122,601	$128,684	$130,792	$132,924
			15	$123,633	$129,768	$131,901	$134,062
			16	$124,657	$130,842	$133,012	$135,199
			17	$125,690	$131,927	$134,113	$136,337
			18	$126,719	$133,007	$135,225	$137,466
			19	$127,754	$134,093	$136,332	$138,606
			20	$128,781	$135,171	$137,445	$139,740
			21	$128,781	$135,171	$138,550	$140,881
			22	$128,781	$135,171	$138,550	$142,014
			23	$128,781	$135,171	$138,550	$142,014
			24	$128,781	$135,171	$138,550	$142,014
			25	$130,068	$136,521	$138,550	$142,014
			26	$130,068	$136,521	$139,934	$142,014
			27	$131,774	$138,313	$139,934	$143,432
			28	$134,409	$141,079	$141,771	$143,432
			29	$137,096	$143,899	$144,606	$145,315
			30	$139,840	$146,779	$147,496	$148,221
			31	$139,840	$146,779	$150,448	$151,183
			32	$139,840	$146,779	$150,448	$154,209
			33	$139,840	$146,779	$150,448	$154,209
			34	$139,840	$146,779	$150,448	$154,209
			35	$139,840	$146,779	$150,448	$154,209
			36	$143,337	$150,449	$150,448	$154,209
			37	$146,919	$154,210	$154,210	$154,209
			38	$150,592	$158,064	$158,065	$158,065
			39	$154,356	$162,015	$162,016	$162,017
			40	$158,216	$166,067	$166,065	$166,066
			41	$162,173	$170,220	$170,219	$170,217

Note: Steps do not equate to years of service.

Spotsylvania County Public Schools Pay Scales - FY 2027 Adopted Budget

Grade	Grade Description	Grade Type	Step	FY2024	FY2025	FY2026	FY2027
SUP1	SUPV MAST+15	CONTRACTED 12 MONTH EXEMPT EMP	0	$111,423	$116,951	$117,478	$118,054
			1	$112,481	$118,063	$119,875	$120,415
			2	$113,542	$119,175	$121,015	$122,872
			3	$114,602	$120,289	$122,154	$124,040
			4	$115,668	$121,407	$123,296	$125,208
			5	$116,725	$122,517	$124,442	$126,378
			6	$117,789	$123,634	$125,580	$127,553
			7	$118,850	$124,746	$126,725	$128,720
			8	$119,909	$125,859	$127,865	$129,893
			9	$120,972	$126,974	$129,005	$131,062
			10	$122,033	$128,089	$130,148	$132,230
			11	$123,098	$129,206	$131,291	$133,402
			12	$124,154	$130,315	$132,436	$134,573
			13	$125,218	$131,431	$133,573	$135,747
			14	$126,278	$132,545	$134,717	$136,912
			15	$127,341	$133,659	$135,859	$138,085
			16	$128,399	$134,770	$137,000	$139,255
			17	$129,462	$135,886	$138,139	$140,425
			18	$130,526	$137,002	$139,283	$141,592
			19	$131,584	$138,113	$140,427	$142,765
			20	$132,643	$139,225	$141,566	$143,938
			21	$132,643	$139,225	$142,706	$145,105
			22	$132,643	$139,225	$142,706	$146,274
			23	$132,643	$139,225	$142,706	$146,274
			24	$132,643	$139,225	$142,706	$146,274
			25	$133,971	$140,618	$142,706	$146,274
			26	$133,971	$140,618	$144,133	$146,274
			27	$135,726	$142,460	$144,133	$147,736
			28	$138,443	$145,312	$146,022	$147,736
			29	$141,208	$148,215	$148,945	$149,673
			30	$144,034	$151,180	$151,920	$152,669
			31	$144,034	$151,180	$154,960	$155,718
			32	$144,034	$151,180	$154,960	$158,834
			33	$144,034	$151,180	$154,960	$158,834
			34	$144,034	$151,180	$154,960	$158,834
			35	$144,034	$151,180	$154,960	$158,834

Note: Steps do not equate to years of service.

Spotsylvania County Public Schools Pay Scales - FY 2027 Adopted Budget

Grade	Grade Description	Grade Type	Step	FY2024	FY2025	FY2026	FY2027
SUP2	SUPV ED SPEC	CONTRACTED 12 MONTH EXEMPT EMP	0	$113,044	$118,653	$119,187	$119,771
			1	$114,118	$119,781	$121,619	$122,167
			2	$115,196	$120,912	$122,776	$124,659
			3	$116,273	$122,043	$123,935	$125,845
			4	$117,351	$123,174	$125,094	$127,033
			5	$118,424	$124,300	$126,253	$128,221
			6	$119,504	$125,433	$127,408	$129,409
			7	$120,579	$126,562	$128,569	$130,593
			8	$121,656	$127,692	$129,726	$131,783
			9	$122,735	$128,824	$130,884	$132,969
			10	$123,811	$129,954	$132,045	$134,156
			11	$124,886	$131,083	$133,203	$135,346
			12	$125,962	$132,212	$134,360	$136,533
			13	$127,042	$133,345	$135,517	$137,719
			14	$128,119	$134,476	$136,679	$138,905
			15	$129,195	$135,606	$137,838	$140,096
			16	$130,269	$136,734	$138,996	$141,284
			17	$131,346	$137,862	$140,152	$142,471
			18	$132,424	$138,994	$141,309	$143,656
			19	$133,502	$140,126	$142,469	$144,842
			20	$134,576	$141,254	$143,629	$146,031
			21	$134,576	$141,254	$144,785	$147,220
			22	$134,576	$141,254	$144,785	$148,405
			23	$134,576	$141,254	$144,785	$148,405
			24	$134,576	$141,254	$144,785	$148,405
			25	$135,923	$142,667	$144,785	$148,405
			26	$135,923	$142,667	$146,234	$148,405
			27	$137,704	$144,537	$146,234	$149,890
			28	$140,460	$147,429	$148,150	$149,890
			29	$143,265	$150,374	$151,115	$151,854
			30	$146,132	$153,382	$154,133	$154,893
			31	$146,132	$153,382	$157,217	$157,986
			32	$146,132	$153,382	$157,217	$161,147
			33	$146,132	$153,382	$157,217	$161,147
			34	$146,132	$153,382	$157,217	$161,147
			35	$146,132	$153,382	$157,217	$161,147

Note: Steps do not equate to years of service.

Spotsylvania County Public Schools Pay Scales - FY 2027 Adopted Budget

Grade	Grade Description	Grade Type	Step	FY2024	FY2025	FY2026	FY2027
SUP3	SUPV DOCTORATE	CONTRACTED 12 MONTH EXEMPT EMP	0	$114,667	$120,357	$120,899	$121,491
			1	$115,757	$121,501	$123,366	$123,921
			2	$116,847	$122,645	$124,539	$126,450
			3	$117,941	$123,794	$125,711	$127,652
			4	$119,035	$124,942	$126,889	$128,854
			5	$120,125	$126,085	$128,066	$130,061
			6	$121,220	$127,235	$129,237	$131,268
			7	$122,312	$128,381	$130,416	$132,468
			8	$123,403	$129,527	$131,591	$133,676
			9	$124,496	$130,674	$132,765	$134,881
			10	$125,588	$131,820	$133,941	$136,084
			11	$126,681	$132,967	$135,116	$137,290
			12	$127,769	$134,109	$136,291	$138,494
			13	$128,863	$135,258	$137,462	$139,698
			14	$129,959	$136,407	$138,639	$140,899
			15	$131,049	$137,552	$139,817	$142,105
			16	$132,137	$138,694	$140,991	$143,312
			17	$133,232	$139,843	$142,161	$144,516
			18	$134,323	$140,988	$143,339	$145,715
			19	$135,417	$142,137	$144,513	$146,922
			20	$136,506	$143,279	$145,690	$148,126
			21	$136,506	$143,279	$146,861	$149,332
			22	$136,506	$143,279	$146,861	$150,533
			23	$136,506	$143,279	$146,861	$150,533
			24	$136,506	$143,279	$146,861	$150,533
			25	$137,873	$144,715	$146,861	$150,533
			26	$137,873	$144,715	$148,333	$150,533
			27	$139,679	$146,610	$148,333	$152,041
			28	$142,472	$149,542	$150,275	$152,041
			29	$145,323	$152,534	$153,281	$154,032
			30	$148,226	$155,582	$156,347	$157,113
			31	$148,226	$155,582	$159,472	$160,256
			32	$148,226	$155,582	$159,472	$163,459
			33	$148,226	$155,582	$159,472	$163,459
			34	$148,226	$155,582	$159,472	$163,459
			35	$148,226	$155,582	$159,472	$163,459

Note: Steps do not equate to years of service.

Spotsylvania County Public Schools Pay Scales - FY 2027 Adopted Budget

Grade	Grade Description	Grade Type	Step	FY2024	FY2025	FY2026	FY2027
SV11	SUPV 11 MO	CONTRACTED 11 MONTH EXEMPT EMP	0	$96,809	$101,613	$102,071	$103,272
			1	$97,731	$102,580	$104,153	$105,337
			2	$98,652	$103,547	$105,145	$107,486
			3	$99,575	$104,515	$106,136	$108,510
			4	$100,499	$105,485	$107,128	$109,532
			5	$101,420	$106,452	$108,122	$110,556
			6	$102,341	$107,420	$109,113	$111,582
			7	$103,265	$108,389	$110,106	$112,605
			8	$104,186	$109,356	$111,099	$113,629
			9	$105,110	$110,325	$112,090	$114,654
			10	$106,033	$111,295	$113,083	$115,677
			11	$106,952	$112,259	$114,077	$116,702
			12	$107,872	$113,224	$115,065	$117,727
			13	$108,797	$114,195	$116,055	$118,747
			14	$109,720	$115,164	$117,050	$119,769
			15	$110,643	$116,133	$118,043	$120,796
			16	$111,559	$117,095	$119,036	$121,820
			17	$112,483	$118,065	$120,022	$122,845
			18	$113,406	$119,033	$121,017	$123,863
			19	$114,330	$120,003	$122,009	$124,890
			20	$115,251	$120,969	$123,003	$125,913
			21	$115,251	$120,969	$123,993	$126,939
			22	$115,251	$120,969	$123,993	$127,961
			23	$115,251	$120,969	$123,993	$127,961
			24	$115,251	$120,969	$123,993	$127,961
			25	$116,403	$122,179	$123,993	$127,961
			26	$116,403	$122,179	$125,233	$127,961
			27	$117,930	$123,781	$125,233	$129,240
			28	$120,289	$126,257	$126,876	$129,240
			29	$122,694	$128,782	$129,413	$130,936
			30	$125,148	$131,358	$132,002	$133,554
			31	$125,148	$131,358	$134,642	$136,226
			32	$125,148	$131,358	$134,642	$138,951
			33	$125,148	$131,358	$134,642	$138,951
			34	$125,148	$131,358	$134,642	$138,951
			35	$125,148	$131,358	$134,642	$138,951

Note: Steps do not equate to years of service.

Spotsylvania County Public Schools Pay Scales - FY 2027 Adopted Budget

Grade	Grade Description	Grade Type	Step	FY2024	FY2025	FY2026	FY2027
T10	TEACHER 10 MO	CONTRACTED 10 MONTH EXEMPT EMP	0	$49,920	$51,898	$53,200	$54,902
			1	$50,544	$52,546	$53,865	$55,726
			2	$51,176	$53,203	$54,538	$56,562
			3	$51,816	$53,868	$55,220	$57,410
			4	$52,463	$54,541	$55,910	$58,271
			5	$53,119	$55,224	$56,609	$59,146
			6	$53,783	$55,913	$57,741	$60,476
			7	$54,455	$56,613	$58,896	$61,837
			8	$55,136	$57,320	$60,074	$63,228
			9	$55,825	$58,037	$61,276	$64,651
			10	$56,523	$58,762	$62,501	$66,106
			11	$57,229	$59,497	$63,751	$67,593
			12	$58,231	$60,537	$65,026	$69,114
			13	$59,250	$61,597	$66,327	$70,669
			14	$60,287	$62,675	$67,653	$72,259
			15	$61,342	$63,772	$69,006	$73,885
			16	$62,551	$65,029	$70,214	$75,178
			17	$63,508	$66,024	$71,443	$76,493
			18	$64,619	$67,179	$72,693	$77,832
			19	$65,750	$68,354	$73,965	$79,194
			20	$66,900	$69,551	$75,259	$80,580
			21	$68,071	$70,768	$76,388	$81,789
			22	$69,603	$72,361	$77,534	$83,015
			23	$71,169	$73,989	$78,697	$84,261
			24	$72,770	$75,652	$79,878	$85,524
			25	$74,408	$77,356	$81,076	$86,807
			26	$76,082	$79,096	$82,292	$88,109
			27	$77,794	$80,876	$83,526	$89,431
			28	$79,544	$82,695	$84,779	$90,773
			29	$81,334	$84,556	$86,670	$92,134
			30	$83,164	$86,458	$88,619	$93,516

Note: Steps do not equate to years of service.

Spotsylvania County Public Schools Pay Scales - FY 2027 Adopted Budget

Grade	Grade Description	Grade Type	Step	FY2024	FY2025	FY2026	FY2027
T10B	TCH 10M BACH+15	CONTRACTED 10 MONTH EXEMPT EMP	0	$51,418	$53,454	$54,796	$56,549
			1	$52,060	$54,122	$55,481	$57,398
			2	$52,711	$54,800	$56,174	$58,259
			3	$53,370	$55,484	$56,877	$59,133
			4	$54,037	$56,179	$57,588	$60,020
			5	$54,712	$56,879	$58,307	$60,920
			6	$55,397	$57,591	$59,474	$62,291
			7	$56,089	$58,311	$60,663	$63,692
			8	$56,790	$59,040	$61,876	$65,125
			9	$57,500	$59,777	$63,114	$66,590
			10	$58,218	$60,525	$64,376	$68,089
			11	$58,946	$61,282	$65,664	$69,621
			12	$59,978	$62,354	$66,977	$71,187
			13	$61,027	$63,445	$68,316	$72,789
			14	$62,095	$64,555	$69,683	$74,427
			15	$63,182	$65,685	$71,076	$76,101
			16	$64,288	$66,834	$72,320	$77,433
			17	$65,413	$68,004	$73,586	$78,788
			18	$66,558	$69,195	$74,874	$80,167
			19	$67,723	$70,406	$76,184	$81,570
			20	$68,907	$71,637	$77,517	$82,997
			21	$70,114	$72,891	$78,680	$84,242
			22	$71,691	$74,531	$79,860	$85,506
			23	$73,304	$76,208	$81,058	$86,788
			24	$74,954	$77,923	$82,274	$88,090
			25	$76,640	$79,676	$83,508	$89,411
			26	$78,364	$81,468	$84,761	$90,753
			27	$80,128	$83,302	$86,032	$92,114
			28	$81,930	$85,176	$87,323	$93,496
			29	$83,774	$87,093	$89,270	$94,898
			30	$85,659	$89,052	$91,278	$96,321

Note: Steps do not equate to years of service.

Spotsylvania County Public Schools Pay Scales - FY 2027 Adopted Budget

Grade	Grade Description	Grade Type	Step	FY2024	FY2025	FY2026	FY2027
T10C	TCH 10MO MAST	CONTRACTED 10 MONTH EXEMPT EMP	0	$53,414	$55,531	$56,924	$58,745
			1	$54,082	$56,224	$57,636	$59,627
			2	$54,758	$56,927	$58,356	$60,521
			3	$55,442	$57,639	$59,085	$61,429
			4	$56,136	$58,360	$59,824	$62,350
			5	$56,837	$59,089	$60,572	$63,286
			6	$57,547	$59,827	$61,783	$64,709
			7	$58,267	$60,576	$63,019	$66,165
			8	$58,995	$61,333	$64,279	$67,654
			9	$59,732	$62,099	$65,565	$69,176
			10	$60,479	$62,875	$66,876	$70,733
			11	$61,235	$63,661	$68,214	$72,324
			12	$62,307	$64,776	$69,578	$73,952
			13	$63,397	$65,909	$70,970	$75,615
			14	$64,507	$67,063	$72,389	$77,317
			15	$65,635	$68,236	$73,837	$79,056
			16	$66,785	$69,430	$75,129	$80,440
			17	$67,954	$70,645	$76,444	$81,848
			18	$69,142	$71,881	$77,781	$83,280
			19	$70,353	$73,140	$79,143	$84,737
			20	$71,583	$74,419	$80,528	$86,220
			21	$72,836	$75,722	$81,735	$87,513
			22	$74,475	$77,426	$82,961	$88,826
			23	$76,151	$79,167	$84,206	$90,159
			24	$77,864	$80,948	$85,469	$91,511
			25	$79,616	$82,770	$86,751	$92,884
			26	$81,407	$84,632	$88,052	$94,277
			27	$83,240	$86,537	$89,373	$95,691
			28	$85,113	$88,484	$90,714	$97,126
			29	$87,027	$90,475	$92,737	$98,583
			30	$88,986	$92,511	$94,824	$100,062

Note: Steps do not equate to years of service.

Spotsylvania County Public Schools Pay Scales - FY 2027 Adopted Budget

Grade	Grade Description	Grade Type	Step	FY2024	FY2025	FY2026	FY2027
T10D	TCH 10M MAST+15	CONTRACTED 10 MONTH EXEMPT EMP	0	$54,413	$56,568	$57,988	$59,844
			1	$55,093	$57,275	$58,713	$60,742
			2	$55,781	$57,991	$59,447	$61,653
			3	$56,479	$58,716	$60,190	$62,578
			4	$57,184	$59,450	$60,942	$63,516
			5	$57,900	$60,193	$61,704	$64,469
			6	$58,624	$60,946	$62,938	$65,920
			7	$59,356	$61,707	$64,197	$67,403
			8	$60,098	$62,479	$65,481	$68,919
			9	$60,849	$63,260	$66,790	$70,470
			10	$61,610	$64,050	$68,126	$72,056
			11	$62,380	$64,852	$69,489	$73,677
			12	$63,472	$65,987	$70,878	$75,335
			13	$64,583	$67,142	$72,296	$77,030
			14	$65,712	$68,316	$73,742	$78,763
			15	$66,863	$69,511	$75,217	$80,535
			16	$68,033	$70,728	$76,533	$81,944
			17	$69,223	$71,966	$77,872	$83,378
			18	$70,435	$73,226	$79,235	$84,837
			19	$71,667	$74,507	$80,622	$86,322
			20	$72,922	$75,810	$82,033	$87,833
			21	$74,198	$77,138	$83,263	$89,150
			22	$75,867	$78,873	$84,512	$90,487
			23	$77,575	$80,647	$85,780	$91,845
			24	$79,320	$82,462	$87,067	$93,222
			25	$81,104	$84,317	$88,373	$94,621
			26	$82,930	$86,214	$89,698	$96,040
			27	$84,795	$88,155	$91,044	$97,481
			28	$86,703	$90,137	$92,409	$98,943
			29	$88,654	$92,166	$94,470	$100,427
			30	$90,648	$94,240	$96,596	$101,933

Note: Steps do not equate to years of service.

Spotsylvania County Public Schools Pay Scales - FY 2027 Adopted Budget

Grade	Grade Description	Grade Type	Step	FY2024	FY2025	FY2026	FY2027
T10E	TCH 10MO ED SPE	CONTRACTED 10 MONTH EXEMPT EMP	0	$54,912	$57,087	$58,520	$60,393
			1	$55,598	$57,801	$59,252	$61,299
			2	$56,293	$58,524	$59,992	$62,218
			3	$56,997	$59,255	$60,742	$63,152
			4	$57,710	$59,995	$61,501	$64,099
			5	$58,431	$60,746	$62,270	$65,060
			6	$59,161	$61,505	$63,515	$66,524
			7	$59,901	$62,274	$64,786	$68,021
			8	$60,650	$63,052	$66,082	$69,552
			9	$61,408	$63,841	$67,403	$71,116
			10	$62,175	$64,638	$68,751	$72,717
			11	$62,952	$65,446	$70,126	$74,353
			12	$64,054	$66,591	$71,529	$76,026
			13	$65,175	$67,757	$72,959	$77,736
			14	$66,316	$68,943	$74,419	$79,485
			15	$67,476	$70,149	$75,907	$81,274
			16	$68,657	$71,377	$77,235	$82,696
			17	$69,859	$72,626	$78,587	$84,143
			18	$71,081	$73,897	$79,962	$85,616
			19	$72,325	$75,190	$81,361	$87,114
			20	$73,590	$76,506	$82,785	$88,638
			21	$74,879	$77,845	$84,027	$89,968
			22	$76,563	$79,596	$85,287	$91,318
			23	$78,286	$81,388	$86,567	$92,687
			24	$80,048	$83,219	$87,865	$94,078
			25	$81,848	$85,090	$89,183	$95,489
			26	$83,690	$87,005	$90,521	$96,921
			27	$85,573	$88,963	$91,879	$98,375
			28	$87,498	$90,965	$93,257	$99,851
			29	$89,467	$93,012	$95,337	$101,348
			30	$91,480	$95,105	$97,482	$102,869

Note: Steps do not equate to years of service.

Spotsylvania County Public Schools Pay Scales - FY 2027 Adopted Budget

Grade	Grade Description	Grade Type	Step	FY2024	FY2025	FY2026	FY2027
T10F	TEACH 10 DOCTOR	CONTRACTED 10 MONTH EXEMPT EMP	0	$55,910	$58,126	$59,584	$61,490
			1	$56,609	$58,852	$60,329	$62,412
			2	$57,316	$59,587	$61,083	$63,349
			3	$58,033	$60,332	$61,846	$64,299
			4	$58,759	$61,087	$62,620	$65,263
			5	$59,493	$61,850	$63,402	$66,242
			6	$60,237	$62,623	$64,670	$67,733
			7	$60,990	$63,406	$65,964	$69,257
			8	$61,752	$64,199	$67,283	$70,815
			9	$62,524	$65,001	$68,629	$72,408
			10	$63,306	$65,813	$70,001	$74,037
			11	$64,097	$66,637	$71,401	$75,703
			12	$65,218	$67,802	$72,829	$77,407
			13	$66,360	$68,989	$74,286	$79,148
			14	$67,521	$70,195	$75,772	$80,929
			15	$68,707	$71,429	$77,287	$82,750
			16	$70,056	$72,832	$78,640	$84,198
			17	$71,129	$73,947	$80,016	$85,672
			18	$72,374	$75,240	$81,416	$87,171
			19	$73,640	$76,557	$82,841	$88,696
			20	$74,929	$77,897	$84,290	$90,248
			21	$76,240	$79,260	$85,555	$91,602
			22	$77,955	$81,043	$86,838	$92,976
			23	$79,710	$82,868	$88,141	$94,371
			24	$81,503	$84,731	$89,463	$95,786
			25	$83,336	$86,638	$90,805	$97,223
			26	$85,211	$88,587	$92,167	$98,682
			27	$87,129	$90,581	$93,549	$100,162
			28	$89,090	$92,619	$94,953	$101,664
			29	$91,094	$94,702	$97,069	$103,189
			30	$93,143	$96,834	$99,255	$104,737

Note: Steps do not equate to years of service.

Spotsylvania County Public Schools Pay Scales - FY 2027 Adopted Budget

Grade	Grade Description	Grade Type	Step	FY2024	FY2025	FY2026	FY2027
T11	TEACHER 11 MTHS	CONTRACTED 11 MONTH EXEMPT EMP	0	$54,912	$57,087	$58,515	$60,387
			1	$55,598	$57,801	$59,246	$61,293
			2	$56,293	$58,524	$59,987	$62,212
			3	$56,997	$59,255	$60,737	$63,145
			4	$57,710	$59,995	$61,496	$64,093
			5	$58,431	$60,746	$62,265	$65,054
			6	$59,161	$61,505	$63,510	$66,518
			7	$59,901	$62,274	$64,780	$68,014
			8	$60,650	$63,052	$66,076	$69,545
			9	$61,408	$63,841	$67,397	$71,109
			10	$62,175	$64,638	$68,745	$72,709
			11	$62,952	$65,446	$70,120	$74,345
			12	$64,054	$66,591	$71,523	$76,018
			13	$65,175	$67,757	$72,953	$77,728
			14	$66,316	$68,943	$74,412	$79,477
			15	$67,476	$70,149	$75,900	$81,266
			16	$68,657	$71,377	$77,229	$82,688
			17	$69,859	$72,626	$78,580	$84,135
			18	$71,081	$73,897	$79,955	$85,607
			19	$72,325	$75,190	$81,355	$87,105
			20	$73,590	$76,506	$82,778	$88,630
			21	$74,879	$77,845	$84,020	$89,959
			22	$76,563	$79,596	$85,280	$91,308
			23	$78,286	$81,388	$86,559	$92,678
			24	$80,048	$83,219	$87,858	$94,068
			25	$81,848	$85,090	$89,176	$95,479
			26	$83,690	$87,005	$90,513	$96,911
			27	$85,573	$88,963	$91,871	$98,365
			28	$87,498	$90,965	$93,249	$99,841
			29	$89,467	$93,012	$95,337	$101,338
			30	$91,480	$95,105	$97,482	$102,858

Note: Steps do not equate to years of service.

Spotsylvania County Public Schools Pay Scales - FY 2027 Adopted Budget

Grade	Grade Description	Grade Type	Step	FY2024	FY2025	FY2026	FY2027
T11B	TEACHER BA15	CONTRACTED 11 MONTH EXEMPT EMP	0	$56,548	$58,788	$60,270	$62,199
			1	$57,255	$59,523	$61,023	$63,132
			2	$57,971	$60,267	$61,786	$64,079
			3	$58,696	$61,020	$62,558	$65,040
			4	$59,430	$61,784	$63,340	$66,016
			5	$60,172	$62,556	$64,132	$67,006
			6	$60,924	$63,338	$65,415	$68,514
			7	$61,686	$64,129	$66,723	$70,055
			8	$62,457	$64,931	$68,058	$71,631
			9	$63,237	$65,742	$69,419	$73,243
			10	$64,028	$66,564	$70,807	$74,891
			11	$64,828	$67,397	$72,223	$76,576
			12	$65,963	$68,577	$73,668	$78,299
			13	$67,117	$69,776	$75,141	$80,061
			14	$68,292	$70,997	$76,644	$81,862
			15	$69,487	$72,239	$78,177	$83,704
			16	$70,703	$73,504	$79,545	$85,169
			17	$71,940	$74,789	$80,937	$86,659
			18	$73,199	$76,099	$82,353	$88,176
			19	$74,481	$77,431	$83,795	$89,719
			20	$75,784	$78,786	$85,261	$91,289
			21	$77,110	$80,165	$86,540	$92,658
			22	$78,844	$81,968	$87,838	$94,048
			23	$80,619	$83,812	$89,156	$95,459
			24	$82,432	$85,698	$90,493	$96,891
			25	$84,288	$87,627	$91,850	$98,344
			26	$86,184	$89,598	$93,228	$99,819
			27	$88,123	$91,614	$94,626	$101,317
			28	$90,106	$93,675	$96,046	$102,836
			29	$92,134	$95,783	$98,177	$104,379
			30	$94,206	$97,938	$100,386	$105,945

Note: Steps do not equate to years of service.

Spotsylvania County Public Schools Pay Scales - FY 2027 Adopted Budget

Grade	Grade Description	Grade Type	Step	FY2024	FY2025	FY2026	FY2027
T11C	TEACH 11MO MAST	CONTRACTED 11 MONTH EXEMPT EMP	0	$58,756	$61,084	$62,611	$64,615
			1	$59,490	$61,847	$63,394	$65,584
			2	$60,234	$62,620	$64,186	$66,568
			3	$60,987	$63,402	$64,988	$67,567
			4	$61,749	$64,195	$65,801	$68,580
			5	$62,521	$64,997	$66,623	$69,609
			6	$63,303	$65,810	$67,956	$71,175
			7	$64,094	$66,634	$69,315	$72,776
			8	$64,895	$67,466	$70,701	$74,414
			9	$65,706	$68,309	$72,115	$76,088
			10	$66,528	$69,163	$73,557	$77,800
			11	$67,359	$70,027	$75,029	$79,551
			12	$68,538	$71,253	$76,529	$81,340
			13	$69,737	$72,500	$78,060	$83,171
			14	$70,958	$73,769	$79,621	$85,042
			15	$72,200	$75,060	$81,213	$86,955
			16	$73,462	$76,373	$82,635	$88,477
			17	$74,749	$77,710	$84,081	$90,026
			18	$76,056	$79,069	$85,552	$91,601
			19	$77,387	$80,454	$87,049	$93,204
			20	$78,742	$81,861	$88,573	$94,835
			21	$80,120	$83,293	$89,901	$96,258
			22	$81,923	$85,168	$91,250	$97,701
			23	$83,766	$87,085	$92,618	$99,167
			24	$85,650	$89,043	$94,008	$100,654
			25	$87,577	$91,047	$95,418	$102,164
			26	$89,548	$93,095	$96,849	$103,697
			27	$91,563	$95,189	$98,302	$105,252
			28	$93,623	$97,331	$99,776	$106,831
			29	$95,730	$99,522	$102,040	$108,433
			30	$97,884	$101,761	$104,305	$110,060

Note: Steps do not equate to years of service.

Spotsylvania County Public Schools Pay Scales - FY 2027 Adopted Budget

Grade	Grade Description	Grade Type	Step	FY2024	FY2025	FY2026	FY2027
T11D	TCH 11M MAST+15	CONTRACTED 11 MONTH EXEMPT EMP	0	$59,854	$62,225	$63,781	$65,822
			1	$60,602	$63,002	$64,578	$66,809
			2	$61,360	$63,791	$65,385	$67,811
			3	$62,126	$64,587	$66,203	$68,829
			4	$62,903	$65,395	$67,030	$69,861
			5	$63,690	$66,212	$67,868	$70,909
			6	$64,486	$67,041	$69,226	$72,504
			7	$65,292	$67,879	$70,610	$74,136
			8	$66,108	$68,727	$72,022	$75,804
			9	$66,934	$69,586	$73,463	$77,509
			10	$67,771	$70,455	$74,932	$79,253
			11	$68,618	$71,337	$76,431	$81,037
			12	$69,819	$72,585	$77,959	$82,860
			13	$71,040	$73,854	$79,518	$84,724
			14	$72,284	$75,147	$81,109	$86,631
			15	$73,549	$76,462	$82,731	$88,580
			16	$74,836	$77,801	$84,179	$90,130
			17	$76,146	$79,162	$85,652	$91,707
			18	$77,478	$80,547	$87,151	$93,312
			19	$78,834	$81,957	$88,676	$94,945
			20	$80,214	$83,392	$90,228	$96,607
			21	$81,617	$84,851	$91,581	$98,056
			22	$83,454	$86,760	$92,955	$99,526
			23	$85,332	$88,712	$94,349	$101,019
			24	$87,252	$90,709	$95,764	$102,535
			25	$89,214	$92,749	$97,201	$104,073
			26	$91,223	$94,837	$98,659	$105,634
			27	$93,274	$96,969	$100,139	$107,218
			28	$95,373	$99,151	$101,641	$108,827
			29	$97,519	$101,382	$103,916	$110,459
			30	$99,713	$103,664	$106,255	$112,116

Note: Steps do not equate to years of service.

Spotsylvania County Public Schools Pay Scales - FY 2027 Adopted Budget

Grade	Grade Description	Grade Type	Step	FY2024	FY2025	FY2026	FY2027
T11E	TCH 11M ED SPEC	CONTRACTED 11 MONTH EXEMPT EMP	0	$60,403	$62,796	$64,366	$66,426
			1	$61,158	$63,581	$65,171	$67,422
			2	$61,923	$64,375	$65,985	$68,434
			3	$62,696	$65,180	$66,810	$69,460
			4	$63,481	$65,995	$67,645	$70,502
			5	$64,274	$66,820	$68,491	$71,560
			6	$65,077	$67,655	$69,861	$73,170
			7	$65,891	$68,501	$71,258	$74,816
			8	$66,715	$69,358	$72,683	$76,499
			9	$67,548	$70,224	$74,137	$78,221
			10	$68,392	$71,102	$75,619	$79,981
			11	$69,247	$71,991	$77,132	$81,780
			12	$70,460	$73,251	$78,674	$83,620
			13	$71,692	$74,532	$80,248	$85,502
			14	$72,948	$75,838	$81,853	$87,426
			15	$74,224	$77,164	$83,490	$89,393
			16	$75,523	$78,515	$84,951	$90,957
			17	$76,845	$79,888	$86,438	$92,549
			18	$78,189	$81,287	$87,950	$94,168
			19	$79,558	$82,710	$89,489	$95,816
			20	$80,949	$84,156	$91,055	$97,493
			21	$82,366	$85,629	$92,421	$98,955
			22	$84,219	$87,556	$93,808	$100,440
			23	$86,114	$89,525	$95,215	$101,946
			24	$88,052	$91,540	$96,643	$103,476
			25	$90,033	$93,599	$98,092	$105,028
			26	$92,059	$95,706	$99,564	$106,603
			27	$94,130	$97,860	$101,057	$108,202
			28	$96,248	$100,061	$102,573	$109,825
			29	$98,414	$102,313	$104,870	$111,473
			30	$100,628	$104,614	$107,229	$113,145

Note: Steps do not equate to years of service.

Spotsylvania County Public Schools Pay Scales - FY 2027 Adopted Budget

Grade	Grade Description	Grade Type	Step	FY2024	FY2025	FY2026	FY2027
T11F	TCH 11M DOCTOR	CONTRACTED 11 MONTH EXEMPT EMP	0	$61,501	$63,938	$65,536	$67,633
			1	$62,270	$64,737	$66,355	$68,647
			2	$63,049	$65,546	$67,185	$69,677
			3	$63,836	$66,365	$68,024	$70,722
			4	$64,635	$67,196	$68,875	$71,783
			5	$65,443	$68,036	$69,736	$72,860
			6	$66,260	$68,886	$71,130	$74,499
			7	$67,089	$69,748	$72,553	$76,176
			8	$67,928	$70,619	$74,004	$77,889
			9	$68,776	$71,501	$75,484	$79,642
			10	$69,636	$72,395	$76,994	$81,434
			11	$70,507	$73,300	$78,534	$83,266
			12	$71,740	$74,582	$80,104	$85,140
			13	$72,997	$75,888	$81,706	$87,055
			14	$74,274	$77,216	$83,341	$89,014
			15	$75,574	$78,568	$85,007	$91,017
			16	$76,896	$79,941	$86,495	$92,610
			17	$78,241	$81,341	$88,009	$94,230
			18	$79,611	$82,765	$89,549	$95,879
			19	$81,004	$84,212	$91,116	$97,557
			20	$82,421	$85,686	$92,710	$99,265
			21	$83,864	$87,186	$94,101	$100,754
			22	$85,751	$89,148	$95,513	$102,265
			23	$87,680	$91,153	$96,945	$103,799
			24	$89,653	$93,205	$98,400	$105,356
			25	$91,670	$95,302	$99,876	$106,936
			26	$93,733	$97,447	$101,374	$108,540
			27	$95,842	$99,639	$102,894	$110,168
			28	$97,998	$101,881	$104,438	$111,821
			29	$100,203	$104,173	$106,746	$113,498
			30	$102,458	$106,517	$109,180	$115,201

Note: Steps do not equate to years of service.

Spotsylvania County Public Schools Pay Scales - FY 2027 Adopted Budget

Grade	Grade Description	Grade Type	Step	FY2024	FY2025	FY2026	FY2027
T12	TEACHER 12MTHS	CONTRACTED 12 MONTH EXEMPT EMP	0	$59,904	$62,277	$63,835	$65,878
			1	$60,653	$63,055	$64,633	$66,866
			2	$61,411	$63,844	$65,441	$67,869
			3	$62,178	$64,641	$66,259	$68,887
			4	$62,955	$65,449	$67,087	$69,921
			5	$63,743	$66,267	$67,926	$70,969
			6	$64,539	$67,096	$69,284	$72,566
			7	$65,346	$67,935	$70,670	$74,199
			8	$66,163	$68,784	$72,083	$75,868
			9	$66,991	$69,645	$73,525	$77,575
			10	$67,828	$70,515	$74,995	$79,321
			11	$68,675	$71,396	$76,495	$81,106
			12	$69,878	$72,645	$78,025	$82,930
			13	$71,100	$73,916	$79,586	$84,796
			14	$72,344	$75,211	$81,177	$86,704
			15	$73,610	$76,527	$82,801	$88,655
			16	$74,899	$77,866	$84,250	$90,207
			17	$76,209	$79,229	$85,724	$91,785
			18	$77,542	$80,615	$87,225	$93,391
			19	$78,900	$82,025	$88,751	$95,026
			20	$80,281	$83,462	$90,304	$96,689
			21	$81,686	$84,922	$91,659	$98,139
			22	$83,523	$86,833	$93,034	$99,611
			23	$85,403	$88,786	$94,429	$101,105
			24	$87,325	$90,784	$95,846	$102,622
			25	$89,289	$92,826	$97,283	$104,161
			26	$91,298	$94,915	$98,742	$105,724
			27	$93,352	$97,051	$100,224	$107,309
			28	$95,453	$99,235	$101,727	$108,919
			29	$97,601	$101,468	$104,005	$110,553
			30	$99,796	$103,749	$106,342	$112,211

Note: Steps do not equate to years of service.

Spotsylvania County Public Schools Pay Scales - FY 2027 Adopted Budget

Grade	Grade Description	Grade Type	Step	FY2024	FY2025	FY2026	FY2027
T12B	TCH 12M BACH+15	CONTRACTED 12 MONTH EXEMPT EMP	0	$61,689	$64,133	$65,750	$67,854
			1	$62,460	$64,934	$66,572	$68,872
			2	$63,241	$65,747	$67,404	$69,905
			3	$64,032	$66,568	$68,247	$70,953
			4	$64,832	$67,400	$69,100	$72,018
			5	$65,643	$68,243	$69,963	$73,098
			6	$66,463	$69,096	$71,363	$74,743
			7	$67,293	$69,959	$72,790	$76,424
			8	$68,135	$70,834	$74,246	$78,144
			9	$68,986	$71,719	$75,731	$79,902
			10	$69,848	$72,616	$77,245	$81,700
			11	$70,722	$73,524	$78,790	$83,538
			12	$71,960	$74,811	$80,366	$85,418
			13	$73,219	$76,120	$81,973	$87,340
			14	$74,500	$77,452	$83,613	$89,305
			15	$75,804	$78,806	$85,285	$91,314
			16	$77,131	$80,186	$86,777	$92,912
			17	$78,480	$81,590	$88,296	$94,538
			18	$79,853	$83,017	$89,841	$96,193
			19	$81,251	$84,470	$91,413	$97,876
			20	$82,673	$85,948	$93,013	$99,589
			21	$84,119	$87,452	$94,408	$101,083
			22	$86,012	$89,419	$95,825	$102,599
			23	$87,948	$91,432	$97,262	$104,138
			24	$89,927	$93,489	$98,721	$105,700
			25	$91,950	$95,592	$100,202	$107,286
			26	$94,019	$97,744	$101,705	$108,895
			27	$96,134	$99,943	$103,230	$110,528
			28	$98,298	$102,192	$104,779	$112,186
			29	$100,509	$104,491	$107,103	$113,869
			30	$102,771	$106,842	$109,513	$115,577

Note: Steps do not equate to years of service.

Spotsylvania County Public Schools Pay Scales - FY 2027 Adopted Budget

Grade	Grade Description	Grade Type	Step	FY2024	FY2025	FY2026	FY2027
T12C	TEACH 12MO MAST	CONTRACTED 12 MONTH EXEMPT EMP	0	$64,097	$66,637	$68,303	$70,489
			1	$64,898	$67,469	$69,157	$71,546
			2	$65,709	$68,312	$70,021	$72,620
			3	$66,531	$69,166	$70,897	$73,709
			4	$67,363	$70,031	$71,783	$74,814
			5	$68,205	$70,907	$72,680	$75,937
			6	$69,057	$71,793	$74,134	$77,645
			7	$69,920	$72,690	$75,616	$79,392
			8	$70,795	$73,599	$77,129	$81,179
			9	$71,680	$74,519	$78,671	$83,005
			10	$72,575	$75,450	$80,245	$84,873
			11	$73,482	$76,393	$81,849	$86,782
			12	$74,769	$77,731	$83,486	$88,735
			13	$76,077	$79,091	$85,156	$90,732
			14	$77,408	$80,475	$86,859	$92,773
			15	$78,763	$81,884	$88,597	$94,860
			16	$80,141	$83,317	$90,147	$96,520
			17	$81,544	$84,774	$91,725	$98,210
			18	$82,971	$86,258	$93,330	$99,928
			19	$84,423	$87,768	$94,963	$101,677
			20	$85,900	$89,303	$96,625	$103,456
			21	$87,404	$90,867	$98,074	$105,008
			22	$89,370	$92,911	$99,545	$106,583
			23	$91,381	$95,001	$101,038	$108,182
			24	$93,437	$97,139	$102,554	$109,805
			25	$95,540	$99,325	$104,092	$111,452
			26	$97,689	$101,559	$105,654	$113,124
			27	$99,887	$103,844	$107,239	$114,820
			28	$102,134	$106,180	$108,847	$116,543
			29	$104,433	$108,570	$111,284	$118,291
			30	$106,782	$111,013	$113,788	$120,065

Note: Steps do not equate to years of service.

Spotsylvania County Public Schools Pay Scales - FY 2027 Adopted Budget

Grade	Grade Description	Grade Type	Step	FY2024	FY2025	FY2026	FY2027
T12D	TCH 12M MAST+15	CONTRACTED 12 MONTH EXEMPT EMP	0	$65,295	$67,882	$69,580	$71,806
			1	$66,112	$68,731	$70,450	$72,883
			2	$66,938	$69,590	$71,330	$73,976
			3	$67,775	$70,460	$72,222	$75,086
			4	$68,622	$71,341	$73,125	$76,212
			5	$69,479	$72,231	$74,039	$77,355
			6	$70,348	$73,135	$75,520	$79,096
			7	$71,228	$74,049	$77,030	$80,876
			8	$72,118	$74,975	$78,571	$82,695
			9	$73,019	$75,912	$80,142	$84,556
			10	$73,932	$76,860	$81,745	$86,458
			11	$74,856	$77,822	$83,380	$88,404
			12	$76,166	$79,184	$85,047	$90,393
			13	$77,499	$80,569	$86,748	$92,427
			14	$78,855	$81,978	$88,483	$94,506
			15	$80,235	$83,414	$90,253	$96,633
			16	$81,639	$84,873	$91,832	$98,324
			17	$83,068	$86,358	$93,439	$100,044
			18	$84,522	$87,870	$95,075	$101,795
			19	$86,001	$89,408	$96,738	$103,577
			20	$87,506	$90,972	$98,431	$105,389
			21	$89,038	$92,565	$99,908	$106,970
			22	$91,041	$94,647	$101,406	$108,575
			23	$93,089	$96,778	$102,928	$110,203
			24	$95,184	$98,954	$104,471	$111,856
			25	$97,325	$101,181	$106,039	$113,534
			26	$99,514	$103,457	$107,629	$115,237
			27	$101,754	$105,784	$109,244	$116,966
			28	$104,044	$108,166	$110,882	$118,720
			29	$106,385	$110,600	$113,365	$120,501
			30	$108,778	$113,087	$115,914	$122,308

Note: Steps do not equate to years of service.

Spotsylvania County Public Schools Pay Scales - FY 2027 Adopted Budget

Grade	Grade Description	Grade Type	Step	FY2024	FY2025	FY2026	FY2027
T12E	TCH 12M ED SPEC	CONTRACTED 12 MONTH EXEMPT EMP	0	$65,894	$68,505	$70,218	$72,465
			1	$66,718	$69,361	$71,096	$73,552
			2	$67,552	$70,228	$71,984	$74,655
			3	$68,397	$71,106	$72,884	$75,775
			4	$69,252	$71,995	$73,795	$76,912
			5	$70,117	$72,894	$74,718	$78,065
			6	$70,994	$73,806	$76,212	$79,822
			7	$71,881	$74,728	$77,736	$81,618
			8	$72,779	$75,663	$79,291	$83,454
			9	$73,689	$76,608	$80,877	$85,332
			10	$74,611	$77,566	$82,494	$87,252
			11	$75,542	$78,535	$84,144	$89,215
			12	$76,865	$79,911	$85,827	$91,222
			13	$78,210	$81,308	$87,544	$93,275
			14	$79,579	$82,731	$89,295	$95,374
			15	$80,971	$84,179	$91,080	$97,520
			16	$82,389	$85,652	$92,674	$99,226
			17	$83,830	$87,151	$94,296	$100,963
			18	$85,298	$88,677	$95,946	$102,729
			19	$86,790	$90,228	$97,625	$104,527
			20	$88,308	$91,807	$99,334	$106,356
			21	$89,854	$93,414	$100,824	$107,952
			22	$91,876	$95,516	$102,336	$109,571
			23	$93,943	$97,665	$103,871	$111,215
			24	$96,056	$99,862	$105,429	$112,883
			25	$98,218	$102,108	$107,011	$114,576
			26	$100,428	$104,406	$108,616	$116,295
			27	$102,688	$106,755	$110,245	$118,039
			28	$104,998	$109,158	$111,899	$119,810
			29	$107,360	$111,614	$114,404	$121,607
			30	$109,776	$114,125	$116,978	$123,431

Note: Steps do not equate to years of service.

Spotsylvania County Public Schools Pay Scales - FY 2027 Adopted Budget

Grade	Grade Description	Grade Type	Step	FY2024	FY2025	FY2026	FY2027
T12F	TEACH 12M DOC	CONTRACTED 12 MONTH EXEMPT EMP	0	$67,092	$69,751	$71,495	$73,783
			1	$67,931	$70,622	$72,389	$74,890
			2	$68,780	$71,505	$73,294	$76,013
			3	$69,640	$72,400	$74,210	$77,153
			4	$70,511	$73,304	$75,137	$78,311
			5	$71,392	$74,220	$76,077	$79,485
			6	$72,284	$75,147	$77,598	$81,274
			7	$73,188	$76,087	$79,150	$83,102
			8	$74,103	$77,039	$80,733	$84,972
			9	$75,029	$78,001	$82,348	$86,884
			10	$75,967	$78,977	$83,995	$88,839
			11	$76,916	$79,963	$85,675	$90,838
			12	$78,262	$81,362	$87,388	$92,882
			13	$79,632	$82,786	$89,136	$94,971
			14	$81,025	$84,236	$90,919	$97,108
			15	$82,444	$85,710	$92,737	$99,293
			16	$83,886	$87,210	$94,360	$101,031
			17	$85,354	$88,735	$96,011	$102,799
			18	$86,848	$90,288	$97,691	$104,598
			19	$88,368	$91,868	$99,401	$106,428
			20	$89,914	$93,476	$101,140	$108,291
			21	$91,488	$95,112	$102,657	$109,915
			22	$93,546	$97,252	$104,197	$111,564
			23	$95,651	$99,440	$105,760	$113,237
			24	$97,804	$101,679	$107,347	$114,936
			25	$100,004	$103,966	$108,957	$116,660
			26	$102,254	$106,304	$110,591	$118,410
			27	$104,554	$108,696	$112,250	$120,186
			28	$106,907	$111,142	$113,934	$121,989
			29	$109,312	$113,642	$116,483	$123,819
			30	$111,772	$116,199	$119,104	$125,676

Note: Steps do not equate to years of service.

Spotsylvania County Public Schools Pay Scales - FY 2027 Adopted Budget

Grade	Grade Description	Grade Type	Step	FY2024	FY2025	FY2026	FY2027
T15	TEACHER 10.5 MO	CONTRACTED 10 MONTH EXEMPT EMP	0	$52,416	$54,492	$55,855	$57,642
			1	$53,071	$55,174	$56,553	$58,507
			2	$53,735	$55,863	$57,260	$59,384
			3	$54,407	$56,562	$57,976	$60,275
			4	$55,087	$57,269	$58,701	$61,179
			5	$55,775	$57,985	$59,434	$62,097
			6	$56,472	$58,709	$60,623	$63,494
			7	$57,178	$59,444	$61,835	$64,923
			8	$57,893	$60,186	$63,072	$66,383
			9	$58,616	$60,939	$64,334	$67,877
			10	$59,349	$61,700	$65,620	$69,404
			11	$60,091	$62,472	$66,933	$70,966
			12	$61,143	$63,564	$68,271	$72,563
			13	$62,213	$64,677	$69,637	$74,195
			14	$63,302	$65,809	$71,030	$75,865
			15	$64,409	$66,961	$72,450	$77,572
			16	$65,537	$68,133	$73,718	$78,929
			17	$66,683	$69,324	$75,008	$80,310
			18	$67,850	$70,537	$76,321	$81,716
			19	$69,037	$71,772	$77,656	$83,146
			20	$70,246	$73,029	$79,015	$84,601
			21	$71,475	$74,307	$80,200	$85,870
			22	$73,083	$75,978	$81,404	$87,158
			23	$74,727	$77,687	$82,625	$88,465
			24	$76,409	$79,436	$83,864	$89,792
			25	$78,128	$81,223	$85,122	$91,139
			26	$79,886	$83,050	$86,399	$92,506
			27	$81,684	$84,920	$87,695	$93,894
			28	$83,521	$86,831	$89,010	$95,302
			29	$85,401	$88,784	$91,003	$96,732
			30	$87,322	$90,781	$93,050	$98,183

Note: Steps do not equate to years of service.

Spotsylvania County Public Schools Pay Scales - FY 2027 Adopted Budget

Grade	Grade Description	Grade Type	Step	FY2024	FY2025	FY2026	FY2027
T15B	TCH 10.5M BA+15	CONTRACTED 10 MONTH EXEMPT EMP	0	$53,978	$56,116	$57,530	$59,371
			1	$54,653	$56,818	$58,249	$60,262
			2	$55,336	$57,528	$58,977	$61,165
			3	$56,028	$58,247	$59,714	$62,083
			4	$56,728	$58,975	$60,461	$63,014
			5	$57,437	$59,713	$61,217	$63,959
			6	$58,155	$60,458	$62,441	$65,399
			7	$58,882	$61,214	$63,690	$66,870
			8	$59,618	$61,980	$64,964	$68,375
			9	$60,364	$62,756	$66,263	$69,913
			10	$61,118	$63,539	$67,588	$71,486
			11	$61,882	$64,333	$68,940	$73,094
			12	$62,965	$65,460	$70,319	$74,739
			13	$64,066	$66,604	$71,725	$76,421
			14	$65,187	$67,770	$73,160	$78,140
			15	$66,328	$68,956	$74,623	$79,898
			16	$67,489	$70,163	$75,929	$81,297
			17	$68,670	$71,391	$77,257	$82,719
			18	$69,872	$72,640	$78,609	$84,167
			19	$71,094	$73,911	$79,985	$85,640
			20	$72,339	$75,205	$81,385	$87,138
			21	$73,605	$76,520	$82,606	$88,446
			22	$75,261	$78,242	$83,845	$89,772
			23	$76,955	$80,004	$85,102	$91,119
			24	$78,685	$81,803	$86,379	$92,486
			25	$80,737	$83,936	$87,675	$93,873
			26	$82,266	$85,525	$88,990	$95,281
			27	$84,117	$87,450	$90,325	$96,710
			28	$86,010	$89,417	$91,679	$98,161
			29	$87,946	$91,430	$93,715	$99,633
			30	$89,924	$93,486	$95,823	$101,128

Note: Steps do not equate to years of service.

Spotsylvania County Public Schools Pay Scales - FY 2027 Adopted Budget

Grade	Grade Description	Grade Type	Step	FY2024	FY2025	FY2026	FY2027
T15C	TCH 10.5MO MAST	CONTRACTED 10 MONTH EXEMPT EMP	0	$56,085	$58,307	$59,765	$61,677
			1	$56,786	$59,036	$60,512	$62,602
			2	$57,496	$59,774	$61,268	$63,541
			3	$58,215	$60,522	$62,034	$64,494
			4	$58,942	$61,278	$62,810	$65,462
			5	$59,679	$62,044	$63,595	$66,444
			6	$60,425	$62,819	$64,867	$67,939
			7	$61,180	$63,604	$66,164	$69,467
			8	$61,946	$64,400	$67,487	$71,030
			9	$62,719	$65,204	$68,837	$72,628
			10	$63,503	$66,020	$70,214	$74,263
			11	$64,297	$66,844	$71,618	$75,933
			12	$65,422	$68,014	$73,051	$77,642
			13	$66,567	$69,204	$74,512	$79,389
			14	$67,732	$70,416	$76,002	$81,175
			15	$68,918	$71,648	$77,522	$83,002
			16	$70,124	$72,902	$78,878	$84,454
			17	$71,351	$74,177	$80,259	$85,932
			18	$72,599	$75,475	$81,663	$87,436
			19	$73,870	$76,797	$83,092	$88,966
			20	$75,163	$78,140	$84,547	$90,523
			21	$76,478	$79,508	$85,815	$91,881
			22	$78,199	$81,296	$87,102	$93,259
			23	$79,958	$83,126	$88,408	$94,658
			24	$81,758	$84,997	$89,735	$96,078
			25	$83,597	$86,909	$91,081	$97,519
			26	$85,478	$88,863	$92,447	$98,982
			27	$87,402	$90,864	$93,834	$100,466
			28	$89,367	$92,908	$95,241	$101,973
			29	$91,379	$94,999	$97,374	$103,503
			30	$93,435	$97,136	$99,564	$105,056

Note: Steps do not equate to years of service.

Spotsylvania County Public Schools Pay Scales - FY 2027 Adopted Budget

Grade	Grade Description	Grade Type	Step	FY2024	FY2025	FY2026	FY2027
T15D	TCH 10.5M MA+15	CONTRACTED 10 MONTH EXEMPT EMP	0	$57,133	$59,397	$60,882	$62,830
			1	$57,848	$60,139	$61,643	$63,772
			2	$58,571	$60,891	$62,414	$64,729
			3	$59,303	$61,652	$63,194	$65,700
			4	$60,044	$62,423	$63,984	$66,685
			5	$60,794	$63,202	$64,783	$67,686
			6	$61,554	$63,993	$66,079	$69,209
			7	$62,324	$64,793	$67,401	$70,766
			8	$63,103	$65,603	$68,749	$72,358
			9	$63,891	$66,422	$70,124	$73,986
			10	$64,690	$67,253	$71,526	$75,651
			11	$65,499	$68,094	$72,957	$77,353
			12	$66,645	$69,286	$74,416	$79,093
			13	$67,812	$70,498	$75,904	$80,873
			14	$68,999	$71,733	$77,422	$82,693
			15	$70,206	$72,987	$78,971	$84,553
			16	$71,434	$74,264	$80,353	$86,033
			17	$72,685	$75,564	$81,759	$87,539
			18	$73,956	$76,887	$83,190	$89,070
			19	$75,251	$78,232	$84,645	$90,629
			20	$76,568	$79,601	$86,127	$92,215
			21	$77,907	$80,994	$87,419	$93,598
			22	$79,661	$82,817	$88,730	$95,002
			23	$81,453	$84,679	$90,061	$96,427
			24	$83,285	$86,585	$91,412	$97,874
			25	$85,159	$88,533	$92,783	$99,342
			26	$87,076	$90,526	$94,175	$100,832
			27	$89,034	$92,562	$95,587	$102,345
			28	$91,038	$94,645	$97,021	$103,880
			29	$93,086	$96,774	$99,193	$105,438
			30	$95,181	$98,951	$101,425	$107,020

Note: Steps do not equate to years of service.

Spotsylvania County Public Schools Pay Scales - FY 2027 Adopted Budget

Grade	Grade Description	Grade Type	Step	FY2024	FY2025	FY2026	FY2027
T15E	TCH 10.5M ED SP	CONTRACTED 10 MONTH EXEMPT EMP	0	$57,658	$59,941	$61,440	$63,406
			1	$58,378	$60,691	$62,208	$64,357
			2	$59,108	$61,450	$62,986	$65,322
			3	$59,847	$62,218	$63,773	$66,302
			4	$60,595	$62,995	$64,570	$67,297
			5	$61,353	$63,784	$65,377	$68,306
			6	$62,119	$64,580	$66,685	$69,843
			7	$63,201	$65,704	$68,018	$71,415
			8	$63,682	$66,205	$69,379	$73,021
			9	$64,478	$67,032	$70,766	$74,664
			10	$65,284	$67,870	$72,182	$76,344
			11	$66,100	$68,718	$73,625	$78,062
			12	$67,257	$69,921	$75,098	$79,819
			13	$68,434	$71,145	$76,600	$81,614
			14	$69,631	$72,389	$78,132	$83,451
			15	$70,850	$73,657	$79,694	$85,328
			16	$72,090	$74,946	$81,089	$86,822
			17	$73,351	$76,257	$82,508	$88,341
			18	$74,635	$77,591	$83,952	$89,887
			19	$75,941	$78,949	$85,421	$91,460
			20	$77,270	$80,331	$86,916	$93,061
			21	$78,622	$81,737	$88,220	$94,457
			22	$80,391	$83,576	$89,543	$95,873
			23	$82,201	$85,457	$90,886	$97,311
			24	$84,050	$87,379	$92,250	$98,771
			25	$85,944	$89,348	$93,633	$100,253
			26	$87,875	$91,356	$95,038	$101,756
			27	$89,852	$93,412	$96,463	$103,283
			28	$91,874	$95,513	$97,910	$104,832
			29	$93,940	$97,662	$100,104	$106,405
			30	$96,054	$99,860	$102,356	$108,001

Note: Steps do not equate to years of service.

Spotsylvania County Public Schools Pay Scales - FY 2027 Adopted Budget

Grade	Grade Description	Grade Type	Step	FY2024	FY2025	FY2026	FY2027
T15F	TCH 10.5MO DOCT	CONTRACTED 10 MONTH EXEMPT EMP	0	$58,706	$61,032	$62,557	$64,559
			1	$59,440	$61,795	$63,339	$65,527
			2	$60,183	$62,567	$64,131	$66,510
			3	$60,935	$63,348	$64,932	$67,508
			4	$61,697	$64,141	$65,744	$68,521
			5	$62,468	$64,942	$66,566	$69,548
			6	$63,249	$65,754	$67,897	$71,113
			7	$64,039	$66,576	$69,255	$72,713
			8	$64,840	$67,409	$70,640	$74,349
			9	$65,650	$68,251	$72,053	$76,022
			10	$66,471	$69,104	$73,494	$77,733
			11	$67,302	$69,968	$74,964	$79,482
			12	$68,480	$71,193	$76,463	$81,270
			13	$69,678	$72,438	$77,992	$83,099
			14	$70,898	$73,706	$79,552	$84,968
			15	$72,139	$74,997	$81,143	$86,880
			16	$73,400	$76,308	$82,563	$88,400
			17	$74,686	$77,644	$84,008	$89,947
			18	$75,992	$79,002	$85,478	$91,522
			19	$77,322	$80,385	$86,974	$93,123
			20	$78,675	$81,792	$88,496	$94,753
			21	$80,052	$83,223	$89,824	$96,174
			22	$81,853	$85,096	$91,171	$97,617
			23	$83,695	$87,011	$92,539	$99,081
			24	$85,577	$88,967	$93,927	$100,567
			25	$87,504	$90,970	$95,336	$102,076
			26	$89,472	$93,017	$96,766	$103,607
			27	$91,486	$95,110	$98,217	$105,161
			28	$93,544	$97,250	$99,690	$106,738
			29	$95,649	$99,438	$101,924	$108,339
			30	$97,801	$101,675	$104,217	$109,965

Note: Steps do not equate to years of service.

Spotsylvania County Public Schools Pay Scales - FY 2027 Adopted Budget

Grade	Grade Description	Grade Type	Step	FY2024	FY2025	FY2026	FY2027
T202	HDST COORD 11MO	CONTRACTED 11 MONTH EXEMPT EMP	0	$52,731	$55,347	$55,595	$56,249
			1	$53,141	$55,778	$56,731	$57,374
			2	$53,412	$56,063	$57,172	$58,546
			3	$53,635	$56,297	$57,465	$59,002
			4	$53,911	$56,586	$57,704	$59,304
			5	$55,234	$57,975	$58,001	$59,551
			6	$55,526	$58,282	$59,424	$59,857
			7	$55,829	$58,599	$59,739	$61,326
			8	$56,254	$59,045	$60,064	$61,651
			9	$56,691	$59,503	$60,521	$61,986
			10	$57,596	$60,454	$60,991	$62,458
			11	$58,538	$61,443	$61,965	$62,943
			12	$59,514	$62,467	$62,979	$63,948
			13	$60,672	$63,683	$64,029	$64,994
			14	$61,718	$64,781	$65,275	$66,078
			15	$62,367	$65,462	$66,401	$67,364
			16	$63,926	$67,098	$67,099	$68,526
			17	$65,524	$68,775	$68,775	$69,246
			18	$67,160	$70,492	$70,494	$70,976
			19	$68,840	$72,256	$72,254	$72,750
			20	$70,561	$74,062	$74,062	$74,566
			21	$72,327	$75,916	$75,914	$76,432
			22	$74,133	$77,811	$77,814	$78,343
			23	$75,987	$79,758	$79,756	$80,304
			24	$77,885	$81,749	$81,752	$82,308
			25	$79,834	$83,795	$83,793	$84,368
			26	$81,829	$85,889	$85,890	$86,474
			27	$83,875	$88,037	$88,036	$88,638
			28	$85,971	$90,236	$90,238	$90,853
			29	$88,120	$92,493	$92,492	$93,126
			30	$90,323	$94,805	$94,805	$95,452
			31	$92,582	$97,175	$97,175	$97,839
			32	$94,894	$99,602	$99,604	$100,285
			33	$97,267	$102,093	$102,092	$102,791
			34	$99,698	$104,645	$104,645	$105,359
			35	$102,193	$107,264	$107,261	$107,994
			36	$104,746	$109,943	$109,946	$110,693
			37	$107,366	$112,693	$112,692	$113,464
			38	$110,049	$115,510	$115,510	$116,298
			39	$112,804	$118,401	$118,398	$119,206

Note: Steps do not equate to years of service.

Spotsylvania County Public Schools Pay Scales - FY 2027 Adopted Budget

Grade	Grade Description	Grade Type	Step	FY2024	FY2025	FY2026	FY2027
T20B	HDSTCOOR11 BA15	CONTRACTED 11 MONTH EXEMPT EMP	0	$52,731	$55,347	$55,595	$56,249
			1	$54,732	$57,448	$56,731	$57,374
			2	$55,014	$57,744	$58,884	$58,546
			3	$55,248	$57,989	$59,188	$60,768
			4	$55,529	$58,285	$59,439	$61,082
			5	$56,891	$59,714	$59,742	$61,341
			6	$57,191	$60,029	$61,207	$61,654
			7	$57,501	$60,354	$61,530	$63,166
			8	$57,942	$60,817	$61,863	$63,499
			9	$58,392	$61,289	$62,337	$63,843
			10	$59,324	$62,268	$62,821	$64,332
			11	$60,293	$63,285	$63,825	$64,831
			12	$61,300	$64,342	$64,867	$65,867
			13	$62,490	$65,590	$65,951	$66,943
			14	$63,570	$66,724	$67,230	$68,061
			15	$64,239	$67,427	$68,392	$69,381
			16	$65,846	$69,113	$69,113	$70,581
			17	$67,489	$70,837	$70,841	$71,325
			18	$69,174	$72,607	$72,608	$73,108
			19	$70,907	$74,425	$74,422	$74,931
			20	$72,678	$76,284	$76,286	$76,804
			21	$74,498	$78,195	$78,191	$78,727
			22	$76,359	$80,148	$80,150	$80,693
			23	$78,265	$82,149	$82,152	$82,715
			24	$80,221	$84,201	$84,203	$84,781
			25	$82,227	$86,307	$86,306	$86,897
			26	$84,282	$88,465	$88,465	$89,068
			27	$86,391	$90,677	$90,677	$91,296
			28	$88,553	$92,947	$92,944	$93,579
			29	$90,764	$95,268	$95,271	$95,918
			30	$93,033	$97,649	$97,650	$98,320
			31	$95,359	$100,090	$100,090	$100,775
			32	$97,743	$102,593	$102,592	$103,293
			33	$100,183	$105,154	$105,158	$105,875
			34	$102,691	$107,786	$107,783	$108,523
			35	$105,259	$110,482	$110,481	$111,232
			36	$107,890	$113,243	$113,244	$114,016
			37	$110,584	$116,071	$116,074	$116,868
			38	$113,353	$118,977	$118,973	$119,788
			39	$116,185	$121,950	$121,951	$122,780

Note: Steps do not equate to years of service.

Spotsylvania County Public Schools Pay Scales - FY 2027 Adopted Budget

Grade	Grade Description	Grade Type	Step	FY2024	FY2025	FY2026	FY2027
T20C	HDSTCOOR11 MA	CONTRACTED 11 MONTH EXEMPT EMP	0	$56,423	$59,223	$59,490	$60,190
			1	$56,861	$59,682	$60,704	$61,394
			2	$57,149	$59,985	$61,174	$62,647
			3	$57,392	$60,240	$61,485	$63,132
			4	$57,686	$60,549	$61,746	$63,453
			5	$59,102	$62,035	$62,063	$63,722
			6	$59,410	$62,358	$63,586	$64,049
			7	$59,733	$62,697	$63,917	$65,621
			8	$60,192	$63,179	$64,264	$65,962
			9	$60,656	$63,666	$64,758	$66,320
			10	$61,628	$64,686	$65,258	$66,830
			11	$62,638	$65,746	$66,303	$67,346
			12	$63,681	$66,841	$67,390	$68,425
			13	$64,916	$68,138	$68,512	$69,546
			14	$66,040	$69,317	$69,841	$70,704
			15	$66,731	$70,042	$71,050	$72,076
			16	$68,401	$71,795	$71,793	$73,324
			17	$70,111	$73,589	$73,590	$74,090
			18	$71,863	$75,429	$75,429	$75,945
			19	$73,661	$77,316	$77,315	$77,843
			20	$75,497	$79,243	$79,249	$79,789
			21	$77,390	$81,230	$81,224	$81,785
			22	$79,323	$83,259	$83,261	$83,823
			23	$81,307	$85,341	$85,340	$85,925
			24	$83,339	$87,474	$87,475	$88,071
			25	$87,555	$91,900	$89,661	$90,274
			26	$89,748	$94,201	$94,198	$92,530
			27	$91,989	$96,554	$96,556	$97,212
			28	$94,291	$98,970	$98,968	$99,646
			29	$96,644	$101,440	$101,444	$102,135
			30	$99,061	$103,976	$103,976	$104,690
			31	$101,536	$106,574	$106,575	$107,303
			32	$104,076	$109,240	$109,238	$109,985
			33	$106,678	$111,971	$111,971	$112,734
			34	$109,347	$114,773	$114,770	$115,554
			35	$112,081	$117,642	$117,642	$118,443
			36	$114,881	$120,581	$120,583	$121,407
			37	$117,752	$123,595	$123,596	$124,442
			38	$120,698	$126,687	$126,685	$127,551
			39	$0	$0	$0	$0

Note: Steps do not equate to years of service.

Spotsylvania County Public Schools Pay Scales - FY 2027 Adopted Budget

Grade	Grade Description	Grade Type	Step	FY2024	FY2025	FY2026	FY2027
TEC1	TECH GR 1	CONTRACTED 12 MONTH NON-EXEMPT	0	$48,403	$50,805	$51,034	$51,634
			1	$49,340	$51,787	$52,075	$52,667
			2	$50,276	$52,771	$53,082	$53,741
			3	$51,214	$53,755	$54,090	$54,781
			4	$52,150	$54,738	$55,099	$55,821
			5	$53,088	$55,722	$56,106	$56,862
			6	$54,027	$56,708	$57,115	$57,901
			7	$54,963	$57,690	$58,126	$58,943
			8	$55,901	$58,675	$59,132	$59,986
			9	$56,842	$59,662	$60,142	$61,024
			10	$57,778	$60,645	$61,154	$62,067
			11	$58,714	$61,627	$62,161	$63,111
			12	$59,651	$62,611	$63,168	$64,150
			13	$60,589	$63,595	$64,176	$65,189
			14	$61,525	$64,578	$65,185	$66,230
			15	$62,466	$65,565	$66,192	$67,271
			16	$63,401	$66,547	$67,204	$68,310
			17	$64,339	$67,531	$68,211	$69,355
			18	$65,277	$68,517	$69,219	$70,394
			19	$66,229	$69,515	$70,230	$71,434
			20	$66,891	$70,210	$71,253	$72,477
			21	$66,891	$70,210	$71,965	$73,533
			22	$66,891	$70,210	$71,965	$74,268
			23	$66,891	$70,210	$71,965	$74,268
			24	$66,891	$70,210	$71,965	$74,268
			25	$67,559	$70,911	$71,965	$74,268
			26	$67,559	$70,911	$72,684	$74,268
			27	$69,112	$72,541	$72,684	$75,010
			28	$69,112	$72,541	$74,355	$75,010
			29	$69,112	$72,541	$74,355	$76,734
			30	$71,904	$75,472	$74,355	$76,734
			31	$71,904	$75,472	$77,359	$76,734
			32	$71,904	$75,472	$77,359	$79,834
			33	$71,904	$75,472	$77,359	$79,834
			34	$71,904	$75,472	$77,359	$79,834
			35	$73,341	$76,980	$77,359	$79,834

Note: Steps do not equate to years of service.

Spotsylvania County Public Schools Pay Scales - FY 2027 Adopted Budget

Grade	Grade Description	Grade Type	Step	FY2024	FY2025	FY2026	FY2027
TEC2	TECH GR 2	CONTRACTED 12 MONTH EXEMPT EMP	0	$67,759	$71,120	$71,440	$72,280
			1	$69,072	$72,500	$72,898	$73,726
			2	$70,384	$73,876	$74,313	$75,231
			3	$71,697	$75,255	$75,723	$76,691
			4	$73,010	$76,632	$77,136	$78,146
			5	$74,322	$78,010	$78,548	$79,604
			6	$75,634	$79,386	$79,960	$81,062
			7	$76,946	$80,764	$81,371	$82,519
			8	$78,260	$82,143	$82,783	$83,975
			9	$79,573	$83,522	$84,197	$85,432
			10	$80,886	$84,899	$85,610	$86,891
			11	$82,197	$86,276	$87,021	$88,350
			12	$83,511	$87,654	$88,433	$89,806
			13	$84,821	$89,030	$89,845	$91,263
			14	$86,135	$90,408	$91,256	$92,720
			15	$87,447	$91,786	$92,668	$94,176
			16	$88,758	$93,161	$94,081	$95,633
			17	$90,071	$94,541	$95,490	$97,092
			18	$91,384	$95,918	$96,905	$98,546
			19	$92,718	$97,319	$98,316	$100,006
			20	$93,644	$98,291	$99,752	$101,462
			21	$93,644	$98,291	$100,748	$102,944
			22	$93,644	$98,291	$100,748	$103,972
			23	$93,644	$98,291	$100,748	$103,972
			24	$93,644	$98,291	$100,748	$103,972
			25	$94,582	$99,274	$100,748	$103,972
			26	$94,582	$99,274	$101,756	$103,972
			27	$96,134	$100,904	$101,756	$105,012
			28	$96,134	$100,904	$103,427	$105,012
			29	$96,134	$100,904	$103,427	$106,737
			30	$98,057	$102,923	$103,427	$106,737
			31	$98,057	$102,923	$105,496	$106,737
			32	$98,057	$102,923	$105,496	$108,872
			33	$98,057	$102,923	$105,496	$108,872
			34	$98,057	$102,923	$105,496	$108,872
			35	$100,020	$104,983	$105,496	$108,872

Note: Steps do not equate to years of service.

Spotsylvania County Public Schools Pay Scales - FY 2027 Adopted Budget

Grade	Grade Description	Grade Type	Step	FY2024	FY2025	FY2026	FY2027
TEC3	TECH GR 3	CONTRACTED 12 MONTH EXEMPT EMP	0	$81,308	$85,343	$85,727	$86,735
			1	$82,885	$86,998	$87,477	$88,470
			2	$84,460	$88,651	$89,173	$90,276
			3	$86,036	$90,305	$90,867	$92,027
			4	$87,610	$91,957	$92,563	$93,775
			5	$89,186	$93,612	$94,256	$95,525
			6	$90,761	$95,265	$95,952	$97,272
			7	$92,335	$96,917	$97,647	$99,022
			8	$93,913	$98,573	$99,340	$100,772
			9	$95,484	$100,222	$101,037	$102,519
			10	$97,061	$101,877	$102,728	$104,270
			11	$98,636	$103,530	$104,424	$106,015
			12	$100,212	$105,185	$106,118	$107,766
			13	$101,786	$106,837	$107,815	$109,514
			14	$103,362	$108,491	$109,508	$111,265
			15	$104,934	$110,141	$111,203	$113,012
			16	$106,510	$111,795	$112,895	$114,761
			17	$108,084	$113,447	$114,590	$116,508
			18	$109,661	$115,103	$116,283	$118,257
			19	$111,261	$116,781	$117,981	$120,004
			20	$112,371	$117,946	$119,701	$121,756
			21	$112,371	$117,946	$120,895	$123,531
			22	$112,371	$117,946	$120,895	$124,764
			23	$112,371	$117,946	$120,895	$124,764
			24	$112,371	$117,946	$120,895	$124,764
			25	$113,496	$119,127	$120,895	$124,764
			26	$113,496	$119,127	$122,105	$124,764
			27	$115,051	$120,759	$122,105	$126,012
			28	$115,051	$120,759	$123,778	$126,012
			29	$115,051	$120,759	$123,778	$127,739
			30	$117,350	$123,173	$123,778	$127,739
			31	$117,350	$123,173	$126,252	$127,739
			32	$117,350	$123,173	$126,252	$130,292
			33	$117,350	$123,173	$126,252	$130,292
			34	$117,350	$123,173	$126,252	$130,292
			35	$119,699	$125,638	$126,252	$130,292

Note: Steps do not equate to years of service.

Spotsylvania County Public Schools Pay Scales - FY 2027 Adopted Budget

Grade	Grade Description	Grade Type	Step	FY2024	FY2025	FY2026	FY2027
TEC4	TECH GR 4	CONTRACTED 12 MONTH EXEMPT EMP	0	$86,189	$90,466	$90,872	$91,941
			1	$87,857	$92,216	$92,728	$93,780
			2	$89,527	$93,969	$94,521	$95,695
			3	$91,198	$95,723	$96,318	$97,546
			4	$92,865	$97,473	$98,116	$99,400
			5	$94,534	$99,224	$99,910	$101,256
			6	$96,204	$100,978	$101,705	$103,107
			7	$97,875	$102,731	$103,502	$104,960
			8	$99,545	$104,484	$105,299	$106,814
			9	$101,214	$106,236	$107,096	$108,669
			10	$102,884	$107,989	$108,892	$110,523
			11	$104,553	$109,740	$110,689	$112,377
			12	$106,220	$111,490	$112,484	$114,231
			13	$107,893	$113,246	$114,277	$116,083
			14	$109,562	$114,998	$116,077	$117,934
			15	$111,233	$116,753	$117,873	$119,791
			16	$112,901	$118,504	$119,672	$121,645
			17	$114,572	$120,257	$121,467	$123,502
			18	$116,241	$122,009	$123,263	$125,354
			19	$117,937	$123,788	$125,059	$127,207
			20	$119,114	$125,024	$126,883	$129,061
			21	$119,114	$125,024	$128,150	$130,943
			22	$119,114	$125,024	$128,150	$132,251
			23	$119,114	$125,024	$128,150	$132,251
			24	$119,114	$125,024	$128,150	$132,251
			25	$120,308	$126,278	$128,150	$132,251
			26	$120,308	$126,278	$129,435	$132,251
			27	$121,860	$127,906	$129,435	$133,577
			28	$121,860	$127,906	$131,104	$133,577
			29	$121,860	$127,906	$131,104	$135,299
			30	$124,295	$130,462	$131,104	$135,299
			31	$124,295	$130,462	$133,724	$135,299
			32	$124,295	$130,462	$133,724	$138,003
			33	$124,295	$130,462	$133,724	$138,003
			34	$124,295	$130,462	$133,724	$138,003
			35	$126,780	$133,071	$133,724	$138,003

Note: Steps do not equate to years of service.