

Temporary FY24 Teachers' Salary Scale

Step	Bachelor and Technical Professional License	Bachelor Plus 15	Bachelor Plus 30	Master	Master Plus 30	Doctoral
1	55,889	57,338	58,787	61,688	63,137	67,823
2	57,449	58,898	60,347	63,248	64,697	69,383
3	59,010	60,459	61,908	64,808	66,258	70,943
4	60,569	62,019	63,468	66,368	67,817	72,503
5	62,130	63,579	65,029	67,929	69,378	74,064
6	64,242	65,692	67,142	70,044	71,494	76,182
7	66,324	67,774	69,224	72,126	73,575	78,263
8	68,405	69,855	71,305	74,207	75,657	80,345
9	70,487	71,936	73,386	76,288	77,738	82,089
10	72,568	74,018	75,468	78,370	79,820	84,170
11	74,662	76,126	77,590	80,519	81,983	86,374
12	76,725	78,208	79,691	82,660	84,143	88,593
13	78,740	80,241	81,742	84,747	86,248	90,752
14	79,823	81,324	82,825	85,829	87,331	91,835
15	80,905	82,407	83,908	86,912	88,413	92,918
16	81,988	83,489	84,990	87,995	89,496	94,000
17	83,071	84,572	86,073	89,077	90,578	95,083
18	84,153	85,655	87,156	90,160	91,661	96,165
19	85,236	86,737	88,238	91,243	92,744	97,248
20	86,319	87,820	89,321	92,325	93,826	98,331
21	87,401	88,902	90,404	93,408	94,909	99,413
22	88,484	89,985	91,486	94,491	95,992	100,496
23	89,567	91,068	92,569	95,573	97,074	101,579
24	90,649	92,150	93,651	96,656	98,157	102,661
25	91,732	93,233	94,734	97,738	99,240	103,744
26	92,813	94,321	95,829	98,848	100,356	104,882
27	93,979	95,472	96,964	99,951	101,443	105,922
28	95,362	96,833	98,304	101,247	102,718	107,132
29	97,113	98,566	100,019	102,926	104,379	108,738
30	99,056	100,505	102,033	105,054	106,562	111,089

Note: Degrees and hours beyond Degrees must be earned from a college or university whose accreditation is recognized by the Commonwealth of Virginia.

Temporary FY24 Auxiliary Salary Scales

These salary scales are shown together for presentation purposes only.

The scales represent separate position responsibilities

STEP	<u>184 Days</u> <u>7 Hour Days</u> <u>Level 1</u>	STEP	<u>208 Days</u> <u>7 Hour Days</u> <u>Level 2</u>	<u>208 Days</u> <u>8 Hour Days</u> <u>Level 3</u>	<u>221 Days</u> <u>8 Hour Days</u> <u>Level 4</u>	<u>248 Days</u> <u>8 Hour Days</u> <u>Level 5</u>
1	45,561	1	56,134	62,867	64,753	69,155
2	46,251	2	58,670	65,737	67,709	72,311
3	46,762	3	61,206	68,606	70,665	75,467
4	47,794	4	63,742	71,476	73,621	78,624
5	48,408	5	66,278	74,345	76,575	81,780
6	48,946	6	68,812	77,214	79,532	84,936
7	49,923	7	71,349	80,084	82,487	88,092
8	51,071	8	73,885	82,954	85,443	91,249
9	52,279	9	76,420	85,823	88,398	94,406
10	53,621	10	78,957	88,692	91,353	97,562
11	54,841	11	81,493	91,561	94,307	100,718
12	56,085	12	84,027	94,430	97,263	103,875
13	57,416	13	86,564	97,300	100,219	107,031
14	58,852	14	89,100	100,170	103,175	110,186
15	60,219	15	91,635	103,038	106,130	113,343
16	61,629	16	94,172	105,908	109,086	116,500
17	63,361	17	96,708	108,778	112,041	119,656
18	65,123	18	99,243	111,647	114,997	122,812
19	66,982	19	101,778	114,517	117,952	125,969
20	68,855	20	104,315	117,386	120,908	129,125
21	70,695					
22	71,829					
23	74,699					
24	76,968					

**Temporary FY24 Universal Pay Scale - Hourly Rates - Non-Exempt
(Levels 1 through 6)**

Step	Universal Level 1	Universal Level 2	Universal Level 3	Universal Level 4	Universal Level 5	Universal Level 6
1	\$15.91	\$16.68	\$17.61	\$18.80	\$20.07	\$21.43
2	\$16.38	\$17.18	\$18.16	\$19.38	\$20.71	\$22.11
3	\$16.84	\$17.69	\$18.71	\$19.97	\$21.33	\$22.79
4	\$17.30	\$18.19	\$19.26	\$20.56	\$21.97	\$23.46
5	\$17.76	\$18.71	\$19.80	\$21.15	\$22.60	\$24.13
6	\$18.22	\$19.21	\$20.36	\$21.73	\$23.23	\$24.81
7	\$18.69	\$19.72	\$20.90	\$22.31	\$23.86	\$25.48
8	\$19.16	\$20.22	\$21.45	\$22.90	\$24.49	\$26.16
9	\$19.62	\$20.74	\$22.01	\$23.48	\$25.12	\$26.83
10	\$20.08	\$21.24	\$22.55	\$24.08	\$25.75	\$27.51
11	\$20.54	\$21.75	\$23.10	\$24.66	\$26.38	\$28.19
12	\$21.00	\$22.25	\$23.65	\$25.25	\$27.02	\$28.86
13	\$21.46	\$22.77	\$24.20	\$25.83	\$27.64	\$29.54
14	\$21.92	\$23.27	\$24.74	\$26.41	\$28.28	\$30.22
15	\$22.40	\$23.78	\$25.30	\$27.01	\$28.91	\$30.89
16	\$22.86	\$24.28	\$25.85	\$27.59	\$29.54	\$31.57
17	\$23.32	\$24.78	\$26.39	\$28.18	\$30.18	\$32.25
18	\$23.78	\$25.30	\$26.95	\$28.76	\$30.80	\$32.92
19	\$24.24	\$25.80	\$27.49	\$29.35	\$31.44	\$33.60
20	\$24.70	\$26.31	\$28.04	\$29.94	\$32.06	\$34.28
21	\$25.17	\$26.81	\$28.59	\$30.52	\$32.70	\$34.94
22	\$25.64	\$27.33	\$29.14	\$31.11	\$33.32	\$35.62
23	\$26.10	\$27.83	\$29.68	\$31.69	\$33.96	\$36.30
24	\$26.56	\$28.34	\$30.24	\$32.28	\$34.59	\$36.97
25	\$27.02	\$28.84	\$30.79	\$32.86	\$35.22	\$37.65
26	\$27.49	\$29.37	\$31.34	\$33.47	\$35.86	\$38.34
27	\$27.97	\$29.89	\$31.92	\$34.07	\$36.51	\$39.04
28	\$28.45	\$30.42	\$32.50	\$34.70	\$37.18	\$39.76

Calculation of Annual Salary: Hourly Rate X Hours per Day X Assignment Days

**Temporary FY24 Universal Pay Scale - Hourly Rates - Non-Exempt
(Levels 7 through 12)**

Step	Universal Level 7	Universal Level 8	Universal Level 9	Universal Level 10	Universal Level 11	Universal Level 12
1	\$22.88	\$24.43	\$26.07	\$27.84	\$29.70	\$31.71
2	\$23.61	\$25.20	\$26.90	\$28.73	\$30.67	\$32.74
3	\$24.33	\$25.98	\$27.74	\$29.62	\$31.62	\$33.77
4	\$25.06	\$26.76	\$28.57	\$30.51	\$32.58	\$34.80
5	\$25.79	\$27.54	\$29.41	\$31.41	\$33.54	\$35.83
6	\$26.52	\$28.32	\$30.24	\$32.30	\$34.50	\$36.86
7	\$27.24	\$29.10	\$31.08	\$33.19	\$35.45	\$37.89
8	\$27.96	\$29.88	\$31.91	\$34.08	\$36.42	\$38.92
9	\$28.69	\$30.66	\$32.75	\$34.97	\$37.38	\$39.95
10	\$29.42	\$31.44	\$33.58	\$35.86	\$38.34	\$40.98
11	\$30.15	\$32.22	\$34.42	\$36.77	\$39.30	\$42.01
12	\$30.87	\$32.99	\$35.25	\$37.66	\$40.25	\$43.04
13	\$31.60	\$33.77	\$36.09	\$38.55	\$41.22	\$44.08
14	\$32.33	\$34.56	\$36.92	\$39.44	\$42.18	\$45.10
15	\$33.05	\$35.34	\$37.75	\$40.33	\$43.13	\$46.14
16	\$33.77	\$36.12	\$38.59	\$41.23	\$44.10	\$47.16
17	\$34.50	\$36.90	\$39.42	\$42.12	\$45.05	\$48.20
18	\$35.23	\$37.68	\$40.26	\$43.01	\$46.01	\$49.23
19	\$35.96	\$38.46	\$41.09	\$43.90	\$46.97	\$50.26
20	\$36.68	\$39.24	\$41.93	\$44.79	\$47.93	\$51.29
21	\$37.41	\$40.02	\$42.76	\$45.68	\$48.89	\$52.32
22	\$38.13	\$40.80	\$43.60	\$46.58	\$49.85	\$53.35
23	\$38.86	\$41.57	\$44.43	\$47.47	\$50.81	\$54.38
24	\$39.59	\$42.35	\$45.27	\$48.36	\$51.76	\$55.41
25	\$40.31	\$43.13	\$46.10	\$49.26	\$52.73	\$56.44
26	\$41.05	\$43.93	\$46.96	\$50.16	\$53.70	\$57.49
27	\$41.80	\$44.74	\$47.82	\$51.09	\$54.69	\$58.56
28	\$42.57	\$45.56	\$48.70	\$52.04	\$55.71	\$59.64

Calculation of Annual Salary: Hourly Rate X Hours per Day X Assignment Days

**Temporary FY24 Universal Salary Scale - Exempt
(Levels 10 through 16)**

Step	Universal Level 10	Universal Level 11	Universal Level 12	Universal Level 13	Universal Level 14	Universal Level 15	Universal Level 16
1	56,569	60,359	64,442	68,111	74,325	78,825	84,688
2	58,381	62,317	66,525	70,328	76,565	81,136	87,573
3	60,193	64,254	68,628	72,544	78,807	83,447	90,459
4	62,005	66,212	70,711	74,760	81,048	85,759	93,346
5	63,817	68,149	72,815	76,978	83,288	88,071	96,232
6	65,629	70,107	74,898	79,194	85,530	90,382	99,118
7	67,441	72,044	77,001	81,411	87,771	92,693	102,004
8	69,253	74,002	79,084	83,627	90,011	95,004	104,889
9	71,065	75,960	81,187	85,843	92,253	97,317	107,777
10	72,878	77,897	83,270	88,059	94,493	99,628	110,662
11	74,710	79,855	85,374	90,275	96,733	101,939	113,548
12	76,522	81,792	87,457	92,492	98,975	104,251	116,434
13	78,335	83,750	89,560	94,709	101,216	106,563	119,321
14	80,146	85,707	91,643	96,925	103,456	108,874	122,207
15	81,958	87,645	93,747	99,141	105,697	111,186	125,093
16	83,770	89,602	95,829	101,357	107,939	113,497	127,978
17	85,582	91,539	97,934	103,573	110,179	115,810	130,865
18	87,395	93,496	100,037	105,790	112,420	118,121	133,751
19	89,207	95,434	102,120	108,006	114,662	120,432	136,638
20	91,018	97,391	104,223	110,222	116,902	122,745	139,523
21	92,830	99,349	106,306	112,439	119,143	125,056	
22	94,642	101,286	108,410	114,655	121,385	127,368	
23	96,455	103,244	110,493	116,873	123,625	129,679	
24	98,267	105,181	112,596	121,330	125,866	131,991	
25	100,099	107,139	114,679	123,574	128,195		
26	101,932	109,117	116,824	125,860			
27	103,807	111,139	118,990				
28	105,744	113,200	121,198				

Salary Scales based on 8 hours a day and 248 days a year.

Temporary FY24 Universal Salary Scale - Exempt
(Levels 17 through 23)

Step	Universal Level 17	Universal Level 18	Universal Level 19	Universal Level 20	Universal Level 21	Universal Level 22	Universal Level 23
1	89,852	92,043	93,901	96,082	99,528	104,638	107,056
2	92,746	94,970	96,900	99,228	102,715	107,911	110,401
3	95,640	97,900	99,900	102,373	105,903	111,184	113,745
4	98,533	100,827	102,899	105,519	109,091	114,457	117,090
5	101,427	103,756	105,897	108,664	112,279	117,729	120,434
6	104,321	106,684	108,896	111,810	115,467	121,003	123,779
7	107,215	109,612	111,895	114,956	118,656	124,276	127,124
8	110,110	112,541	114,894	118,101	121,844	127,549	130,468
9	113,002	115,469	117,892	121,246	125,032	130,822	133,813
10	115,897	118,397	120,892	124,392	128,219	134,095	137,157
11	118,790	121,326	123,890	127,539	131,407	137,367	140,502
12	121,685	124,254	126,889	130,683	134,596	140,640	143,847
13	124,577	127,182	129,888	133,829	137,784	143,913	147,191
14	127,471	130,110	132,887	136,975	140,971	147,186	150,536
15	130,366	133,039	135,886	140,121	144,159	150,459	153,881
16	133,259	135,967	138,885	143,266	147,348	153,733	157,225
17	136,154	138,895	141,884	146,411	150,536	157,005	160,569
18	139,046	141,823	144,883	149,557	153,724	160,278	163,915
19	141,941	144,753	147,882	152,702	156,912	163,551	167,258
20	144,835	147,680	150,881	155,848	160,100	166,824	170,603

Salary Scales based on 8 hours a day and 248 days a year.

Temporary FY24 Universal Salary Scale - Exempt
(Levels 25 through 29)

Step	Universal Level 24	Universal Level 25	Universal Level 26	Universal Level 27	Universal Level 28	Universal Level 29
1	110,268	115,754	123,504	126,155	131,600	136,539
2	113,694	119,239	127,044	129,778	135,300	140,310
3	117,119	122,725	130,584	133,402	139,001	144,081
4	120,544	126,210	134,124	137,025	142,702	147,853
5	123,969	129,695	137,666	140,647	146,402	151,624
6	127,394	133,181	141,206	144,271	150,103	155,397
7	130,819	136,666	144,745	147,894	153,803	159,169
8	134,244	140,152	148,286	151,518	157,505	162,943
9	137,670	143,637	151,826	155,140	161,205	166,716
10	141,094	147,122	155,366	158,763	164,906	170,490
11	144,520	150,608	158,908	162,387	168,607	174,264
12	147,944	154,093	162,447	166,010	172,308	178,038
13	151,370	157,578	165,987	169,632	176,008	181,811
14	154,796	161,064	169,528	173,256	179,709	185,587
15	158,220	164,549	173,068	176,880	183,409	189,361
16	161,646	168,035	176,609	180,503	187,111	193,137
17	165,070	171,520	180,149	184,126	190,811	196,911
18	168,496	175,005	183,689	187,748	194,511	200,686
19	171,920	178,491	187,230	191,373	198,212	204,461
20	175,346	181,976	190,770	194,995	201,913	208,236

Salary Scales based on 8 hours a day and 248 days a year.

