



VIRGINIA BEACH CITY PUBLIC SCHOOLS
CHARTING THE COURSE

INSTRUCTIONAL EXPERIENCED-BASED STEP PAY SCALE

SY 2025 - 2026

Effective: July 1, 2025 (4.5%)

Creditable Years of Teaching Experience	Standard Teaching	10-month Extended	10-month Extended HS School Counselors	11-month	12-month	ALC
0	55,687	58,764	60,435	61,537	72,401	39,505
1	56,522	59,645	61,342	62,460	73,487	40,097
2	57,370	60,540	62,262	63,397	74,589	40,699
3	58,230	61,448	63,196	64,348	75,708	41,309
4	59,104	62,370	64,144	65,313	76,843	41,929
5	59,991	63,305	65,106	66,292	77,996	42,558
6	60,890	64,255	66,082	67,287	79,166	43,196
7	61,804	65,219	67,074	68,296	80,353	43,844
8	62,731	66,197	68,080	69,321	81,559	44,502
9	63,672	67,190	69,101	70,360	82,782	45,169
10	64,627	68,198	70,137	71,416	84,024	45,847
11	65,596	69,221	71,189	72,487	85,284	46,535
12	66,580	70,259	72,257	73,574	86,564	47,233
13	67,579	71,313	73,341	74,678	87,862	47,941
14	68,593	72,383	74,441	75,798	89,180	48,660
15	69,622	73,468	75,558	76,935	90,518	49,390
16	70,666	74,570	76,691	78,089	91,875	50,131
17	71,726	75,689	77,842	79,261	93,254	50,883
18	72,802	76,824	79,009	80,449	94,652	51,646
19	73,894	77,977	80,194	81,656	96,072	52,421
20	75,002	79,146	81,397	82,881	97,513	53,207
21	76,127	80,334	82,618	84,124	98,976	54,006
22	77,269	81,539	83,858	85,386	100,461	54,816
23	78,428	82,762	85,116	86,667	101,968	55,638
24	79,605	84,003	86,392	87,967	103,497	56,472
25	80,799	85,263	87,688	89,287	105,050	57,320
26	82,011	86,542	89,004	90,626	106,625	58,179
27	83,241	87,840	90,339	91,985	108,225	59,052
28	84,489	89,158	91,694	93,365	109,848	59,938
29	85,757	90,495	93,069	94,765	111,496	60,837
30	87,043	91,853	94,465	96,187	113,168	61,749
31	88,349	93,230	95,882	97,630	114,866	62,676
32	89,674	94,629	97,320	99,094	116,589	63,616
33	91,019	96,048	98,780	100,581	118,338	64,570
34	92,384	97,489	100,262	102,089	120,113	65,539
35	93,770	98,951	101,766	103,621	121,914	66,522
36	95,177	100,436	103,292	105,175	123,743	67,520
37	96,605	101,942	104,842	106,753	125,599	68,532
38	98,054	103,471	106,414	108,354	127,483	69,560
39	99,524	105,023	108,011	109,979	129,395	70,604
40	101,017	106,599	109,631	111,629	131,336	71,663
41	102,533	108,198	111,275	113,303	133,306	72,738
42	104,076	109,826	112,950	115,008	135,313	73,832
43	105,637	111,473	114,644	116,734	137,342	74,940
44	107,221	113,145	116,364	118,485	139,402	76,064
45	108,830	114,843	118,109	120,262	141,493	77,205
46+	110,462	116,565	119,881	122,066	143,616	78,363

The scale reflects a 3% entry-level adjustment and a 1.5% difference between each step for years of experience.