

2025-2026 ALBEMARLE COUNTY PUBLIC SCHOOLS CLASSIFIED SALARY SCALE

For Employees in the Virginia Retirement System (VRS) ONLY
Effective July 1, 2025 - June 30, 2026

Generally Advertised Hiring Range						
Minimum	Up to 5%	Up to 10%	Up to 15%	Up to 20%	Up to Midpoint	Maximum
education & experience meets the position's minimum requirements	1 to less than 3 yrs relevant education & experience beyond requirements	3 yrs to less than 5 yrs relevant education & experience beyond requirements	5 yrs to less than 7 yrs relevant education & experience beyond requirements	7+ years relevant education & experience beyond requirements; requires written justification from hiring manager	significant education & experience beyond requirements; requires County Exec. approval or Superintendent approval w/School Board notification	

Note: Final salary determination is based on internal equity & market competitiveness

Grade		Annualized @ 2080 Hours	Minimum	Hourly	Hourly	Hourly	Annualized @ 2080 Hours	Hourly	Annualized @ 2080 Hours	Midpoint	Annualized @ 2080 Hours	Maximum
Broadband 2	29	\$ 143,332.80	\$ 68.91	\$ 72.36	\$ 75.80	\$ 79.25	\$ 171,995.20	\$ 82.69	\$ 186,326.40	\$ 89.58	\$ 229,320.00	\$ 110.25
	28	\$ 133,952.00	\$ 64.40	\$ 67.62	\$ 70.84	\$ 74.06	\$ 160,742.40	\$ 77.28	\$ 174,137.60	\$ 83.72	\$ 214,323.20	\$ 103.04
	27	\$ 125,195.20	\$ 60.19	\$ 63.20	\$ 66.21	\$ 69.22	\$ 150,238.40	\$ 72.23	\$ 162,760.00	\$ 78.25	\$ 200,304.00	\$ 96.30
	26	\$ 117,000.00	\$ 56.25	\$ 59.06	\$ 61.88	\$ 64.69	\$ 140,400.00	\$ 67.50	\$ 152,110.40	\$ 73.13	\$ 187,200.00	\$ 90.00
Broadband 1	25	\$ 109,345.60	\$ 52.57	\$ 55.20	\$ 57.83	\$ 60.46	\$ 131,206.40	\$ 63.08	\$ 142,147.20	\$ 68.34	\$ 174,948.80	\$ 84.11
	24	\$ 102,190.40	\$ 49.13	\$ 51.59	\$ 54.04	\$ 56.50	\$ 122,636.80	\$ 58.96	\$ 132,849.60	\$ 63.87	\$ 163,508.80	\$ 78.61
	23	\$ 95,513.60	\$ 45.92	\$ 48.22	\$ 50.51	\$ 52.81	\$ 114,608.00	\$ 55.10	\$ 124,176.00	\$ 59.70	\$ 152,817.60	\$ 73.47
	22	\$ 89,252.80	\$ 42.91	\$ 45.06	\$ 47.20	\$ 49.35	\$ 107,099.20	\$ 51.49	\$ 116,043.20	\$ 55.79	\$ 142,812.80	\$ 68.66
	21	\$ 83,408.00	\$ 40.10	\$ 42.11	\$ 44.11	\$ 46.12	\$ 100,089.60	\$ 48.12	\$ 108,451.20	\$ 52.14	\$ 133,473.60	\$ 64.17
	20	\$ 77,958.40	\$ 37.48	\$ 39.35	\$ 41.23	\$ 43.10	\$ 93,558.40	\$ 44.98	\$ 101,358.40	\$ 48.73	\$ 124,737.60	\$ 59.97
	19	\$ 72,862.40	\$ 35.03	\$ 36.78	\$ 38.53	\$ 40.28	\$ 87,443.20	\$ 42.04	\$ 94,723.20	\$ 45.54	\$ 116,584.00	\$ 56.05
	18	\$ 68,078.40	\$ 32.73	\$ 34.37	\$ 36.00	\$ 37.64	\$ 81,702.40	\$ 39.28	\$ 88,524.80	\$ 42.56	\$ 108,950.40	\$ 52.38
	17	\$ 63,627.20	\$ 30.59	\$ 32.12	\$ 33.65	\$ 35.18	\$ 76,356.80	\$ 36.71	\$ 82,721.60	\$ 39.77	\$ 101,816.00	\$ 48.95
	16	\$ 59,467.20	\$ 28.59	\$ 30.02	\$ 31.45	\$ 32.88	\$ 71,364.80	\$ 34.31	\$ 77,334.40	\$ 37.18	\$ 95,180.80	\$ 45.76
	15	\$ 55,577.60	\$ 26.72	\$ 28.06	\$ 29.39	\$ 30.73	\$ 66,684.80	\$ 32.06	\$ 72,259.20	\$ 34.74	\$ 88,940.80	\$ 42.76
	14	\$ 51,958.40	\$ 24.98	\$ 26.23	\$ 27.48	\$ 28.73	\$ 62,358.40	\$ 29.98	\$ 67,537.60	\$ 32.47	\$ 83,116.80	\$ 39.96
	13	\$ 48,568.00	\$ 23.35	\$ 24.52	\$ 25.69	\$ 26.85	\$ 58,281.60	\$ 28.02	\$ 63,128.00	\$ 30.35	\$ 77,667.20	\$ 37.34
	12	\$ 45,364.80	\$ 21.81	\$ 22.90	\$ 23.99	\$ 25.08	\$ 54,433.60	\$ 26.17	\$ 58,988.80	\$ 28.36	\$ 72,612.80	\$ 34.91
	11	\$ 43,430.40	\$ 20.88	\$ 21.92	\$ 22.97	\$ 24.01	\$ 52,124.80	\$ 25.06	\$ 56,451.20	\$ 27.14	\$ 69,472.00	\$ 33.40
	10	\$ 41,558.40	\$ 19.98	\$ 20.98	\$ 21.98	\$ 22.98	\$ 49,878.40	\$ 23.98	\$ 54,017.60	\$ 25.97	\$ 66,476.80	\$ 31.96
	9	\$ 39,748.80	\$ 19.11	\$ 20.07	\$ 21.02	\$ 21.98	\$ 47,694.40	\$ 22.93	\$ 51,688.00	\$ 24.85	\$ 63,606.40	\$ 30.58
	8	\$ 38,043.20	\$ 18.29	\$ 19.20	\$ 20.12	\$ 21.03	\$ 45,656.00	\$ 21.95	\$ 49,462.40	\$ 23.78	\$ 60,881.60	\$ 29.27
	7	\$ 36,400.00	\$ 17.50	\$ 18.38	\$ 19.25	\$ 20.13	\$ 43,680.00	\$ 21.00	\$ 47,320.00	\$ 22.75	\$ 58,240.00	\$ 28.00