

# Recommended Salary Schedules

New Kent County Public Schools  
Teacher Salary Schedule - 200 day contract/7.5 hours per day

	FY26 BASE	FY26 scales including supplements for further education				
Step	BA	BA+12	BA+24	MA	MA+30	EdD/PhD
		1,071	2,142	4,285	5,356	5,892
0	53,560	54,631	55,702	57,845	58,916	59,452
1	54,096	55,167	56,238	58,381	59,452	59,988
2	54,637	55,708	56,779	58,922	59,993	60,529
3	55,183	56,254	57,325	59,468	60,539	61,075
4	55,735	56,806	57,877	60,020	61,091	61,627
5	56,292	57,363	58,434	60,577	61,648	62,184
6	56,855	57,926	58,997	61,140	62,211	62,747
7	57,424	58,495	59,566	61,709	62,780	63,316
8	57,998	59,069	60,140	62,283	63,354	63,890
9	58,578	59,649	60,720	62,863	63,934	64,470
10	59,164	60,235	61,306	63,449	64,520	65,056
11	59,755	60,826	61,897	64,040	65,111	65,647
12	60,353	61,424	62,495	64,638	65,709	66,245
13	60,956	62,027	63,098	65,241	66,312	66,848
14	61,566	62,637	63,708	65,851	66,922	67,458
15	62,181	63,252	64,323	66,466	67,537	68,073
16	62,803	63,874	64,945	67,088	68,159	68,695
17	63,431	64,502	65,573	67,716	68,787	69,323
18	64,066	65,137	66,208	68,351	69,422	69,958
19	64,706	65,777	66,848	68,991	70,062	70,598
20	65,353	66,424	67,495	69,638	70,709	71,245
21	66,007	67,078	68,149	70,292	71,363	71,899
22	66,667	67,738	68,809	70,952	72,023	72,559
23	67,334	68,405	69,476	71,619	72,690	73,226
24	68,007	69,078	70,149	72,292	73,363	73,899
25	68,687	69,758	70,829	72,972	74,043	74,579
26	69,374	70,445	71,516	73,659	74,730	75,266
27	70,068	71,139	72,210	74,353	75,424	75,960
28	70,768	71,839	72,910	75,053	76,124	76,660
29	71,476	72,547	73,618	75,761	76,832	77,368
30	72,191	73,262	74,333	76,476	77,547	78,083
31	72,913	73,984	75,055	77,198	78,269	78,805
32	73,642	74,713	75,784	77,927	78,998	79,534
33	74,378	75,449	76,520	78,663	79,734	80,270
34	75,122	76,193	77,264	79,407	80,478	81,014
35	75,873	76,944	78,015	80,158	81,229	81,765
36	76,632	77,703	78,774	80,917	81,988	82,524



# Recommended Salary Schedules

New Kent County Public Schools  
Teacher Salary Schedule - 202 day contract/7.5 hours per day

	FY26 BASE	FY26 scales including supplements for further education				
Step	BA	BA+12	BA+24	MA	MA+30	EdD/PhD
		1,082	2,164	4,328	5,410	5,951
0	54,096	55,178	56,260	58,424	59,506	60,047
1	54,637	55,719	56,801	58,965	60,047	60,588
2	55,183	56,265	57,347	59,511	60,593	61,134
3	55,735	56,817	57,899	60,063	61,145	61,686
4	56,292	57,374	58,456	60,620	61,702	62,243
5	56,855	57,937	59,019	61,183	62,265	62,806
6	57,424	58,506	59,588	61,752	62,834	63,375
7	57,998	59,080	60,162	62,326	63,408	63,949
8	58,578	59,660	60,742	62,906	63,988	64,529
9	59,164	60,246	61,328	63,492	64,574	65,115
10	59,755	60,837	61,919	64,083	65,165	65,706
11	60,353	61,435	62,517	64,681	65,763	66,304
12	60,956	62,038	63,120	65,284	66,366	66,907
13	61,566	62,648	63,730	65,894	66,976	67,517
14	62,181	63,263	64,345	66,509	67,591	68,132
15	62,803	63,885	64,967	67,131	68,213	68,754
16	63,431	64,513	65,595	67,759	68,841	69,382
17	64,066	65,148	66,230	68,394	69,476	70,017
18	64,706	65,788	66,870	69,034	70,116	70,657
19	65,353	66,435	67,517	69,681	70,763	71,304
20	66,007	67,089	68,171	70,335	71,417	71,958
21	66,667	67,749	68,831	70,995	72,077	72,618
22	67,334	68,416	69,498	71,662	72,744	73,285
23	68,007	69,089	70,171	72,335	73,417	73,958
24	68,687	69,769	70,851	73,015	74,097	74,638
25	69,374	70,456	71,538	73,702	74,784	75,325
26	70,068	71,150	72,232	74,396	75,478	76,019
27	70,768	71,850	72,932	75,096	76,178	76,719
28	71,476	72,558	73,640	75,804	76,886	77,427
29	72,191	73,273	74,355	76,519	77,601	78,142
30	72,913	73,995	75,077	77,241	78,323	78,864
31	73,642	74,724	75,806	77,970	79,052	79,593
32	74,378	75,460	76,542	78,706	79,788	80,329
33	75,122	76,204	77,286	79,450	80,532	81,073
34	75,873	76,955	78,037	80,201	81,283	81,824
35	76,632	77,714	78,796	80,960	82,042	82,583
36	77,398	78,480	79,562	81,726	82,808	83,349



# Recommended Salary Schedules

New Kent County Public Schools  
Teacher Salary Schedule - 206 day contract/7.5 hours per day

	FY26 BASE	FY26 scales including supplements for further education				
Step	BA	BA+12	BA+24	MA	MA+30	EdD/PhD
		1,103	2,207	4,413	5,517	6,068
0	55,167	56,270	57,374	59,580	60,684	61,235
1	55,718	56,821	57,925	60,131	61,235	61,786
2	56,276	57,379	58,483	60,689	61,793	62,344
3	56,838	57,941	59,045	61,251	62,355	62,906
4	57,407	58,510	59,614	61,820	62,924	63,475
5	57,981	59,084	60,188	62,394	63,498	64,049
6	58,561	59,664	60,768	62,974	64,078	64,629
7	59,146	60,249	61,353	63,559	64,663	65,214
8	59,738	60,841	61,945	64,151	65,255	65,806
9	60,335	61,438	62,542	64,748	65,852	66,403
10	60,938	62,041	63,145	65,351	66,455	67,006
11	61,548	62,651	63,755	65,961	67,065	67,616
12	62,163	63,266	64,370	66,576	67,680	68,231
13	62,785	63,888	64,992	67,198	68,302	68,853
14	63,413	64,516	65,620	67,826	68,930	69,481
15	64,047	65,150	66,254	68,460	69,564	70,115
16	64,687	65,790	66,894	69,100	70,204	70,755
17	65,334	66,437	67,541	69,747	70,851	71,402
18	65,988	67,091	68,195	70,401	71,505	72,056
19	66,648	67,751	68,855	71,061	72,165	72,716
20	67,314	68,417	69,521	71,727	72,831	73,382
21	67,987	69,090	70,194	72,400	73,504	74,055
22	68,667	69,770	70,874	73,080	74,184	74,735
23	69,354	70,457	71,561	73,767	74,871	75,422
24	70,047	71,150	72,254	74,460	75,564	76,115
25	70,748	71,851	72,955	75,161	76,265	76,816
26	71,455	72,558	73,662	75,868	76,972	77,523
27	72,170	73,273	74,377	76,583	77,687	78,238
28	72,891	73,994	75,098	77,304	78,408	78,959
29	73,620	74,723	75,827	78,033	79,137	79,688
30	74,357	75,460	76,564	78,770	79,874	80,425
31	75,100	76,203	77,307	79,513	80,617	81,168
32	75,851	76,954	78,058	80,264	81,368	81,919
33	76,610	77,713	78,817	81,023	82,127	82,678
34	77,376	78,479	79,583	81,789	82,893	83,444
35	78,149	79,252	80,356	82,562	83,666	84,217
36	78,931	80,034	81,138	83,344	84,448	84,999



# Recommended Salary Schedules

New Kent County Public Schools  
Teacher Salary Schedule - 210 day contract/7.5 hours per day

	FY26 BASE	FY26 scales including supplements for further education				
Step	BA	BA+12	BA+24	MA	MA+30	EdD/PhD
		1,125	2,250	4,499	5,624	6,186
0	56,238	57,363	58,488	60,737	61,862	62,424
1	56,800	57,925	59,050	61,299	62,424	62,986
2	57,368	58,493	59,618	61,867	62,992	63,554
3	57,942	59,067	60,192	62,441	63,566	64,128
4	58,521	59,646	60,771	63,020	64,145	64,707
5	59,107	60,232	61,357	63,606	64,731	65,293
6	59,698	60,823	61,948	64,197	65,322	65,884
7	60,295	61,420	62,545	64,794	65,919	66,481
8	60,898	62,023	63,148	65,397	66,522	67,084
9	61,507	62,632	63,757	66,006	67,131	67,693
10	62,122	63,247	64,372	66,621	67,746	68,308
11	62,743	63,868	64,993	67,242	68,367	68,929
12	63,370	64,495	65,620	67,869	68,994	69,556
13	64,004	65,129	66,254	68,503	69,628	70,190
14	64,644	65,769	66,894	69,143	70,268	70,830
15	65,291	66,416	67,541	69,790	70,915	71,477
16	65,943	67,068	68,193	70,442	71,567	72,129
17	66,603	67,728	68,853	71,102	72,227	72,789
18	67,269	68,394	69,519	71,768	72,893	73,455
19	67,942	69,067	70,192	72,441	73,566	74,128
20	68,621	69,746	70,871	73,120	74,245	74,807
21	69,307	70,432	71,557	73,806	74,931	75,493
22	70,000	71,125	72,250	74,499	75,624	76,186
23	70,700	71,825	72,950	75,199	76,324	76,886
24	71,407	72,532	73,657	75,906	77,031	77,593
25	72,121	73,246	74,371	76,620	77,745	78,307
26	72,843	73,968	75,093	77,342	78,467	79,029
27	73,571	74,696	75,821	78,070	79,195	79,757
28	74,307	75,432	76,557	78,806	79,931	80,493
29	75,050	76,175	77,300	79,549	80,674	81,236
30	75,800	76,925	78,050	80,299	81,424	81,986
31	76,558	77,683	78,808	81,057	82,182	82,744
32	77,324	78,449	79,574	81,823	82,948	83,510
33	78,097	79,222	80,347	82,596	83,721	84,283
34	78,878	80,003	81,128	83,377	84,502	85,064
35	79,667	80,792	81,917	84,166	85,291	85,853
36	80,464	81,589	82,714	84,963	86,088	86,650



# Recommended Salary Schedules

New Kent County Public Schools  
Teacher Salary Schedule - 220 day contract/7.5 hours per day

	FY26 BASE	FY26 scales including supplements for further education				
Step	BA	BA+12	BA+24	MA	MA+30	EdD/PhD
		1,178	2,357	4,713	5,892	6,481
0	58,916	60,094	61,273	63,629	64,808	65,397
1	59,505	60,683	61,862	64,218	65,397	65,986
2	60,100	61,278	62,457	64,813	65,992	66,581
3	60,701	61,879	63,058	65,414	66,593	67,182
4	61,308	62,486	63,665	66,021	67,200	67,789
5	61,921	63,099	64,278	66,634	67,813	68,402
6	62,541	63,719	64,898	67,254	68,433	69,022
7	63,166	64,344	65,523	67,879	69,058	69,647
8	63,798	64,976	66,155	68,511	69,690	70,279
9	64,436	65,614	66,793	69,149	70,328	70,917
10	65,080	66,258	67,437	69,793	70,972	71,561
11	65,731	66,909	68,088	70,444	71,623	72,212
12	66,388	67,566	68,745	71,101	72,280	72,869
13	67,052	68,230	69,409	71,765	72,944	73,533
14	67,722	68,900	70,079	72,435	73,614	74,203
15	68,400	69,578	70,757	73,113	74,292	74,881
16	69,084	70,262	71,441	73,797	74,976	75,565
17	69,774	70,952	72,131	74,487	75,666	76,255
18	70,472	71,650	72,829	75,185	76,364	76,953
19	71,177	72,355	73,534	75,890	77,069	77,658
20	71,889	73,067	74,246	76,602	77,781	78,370
21	72,608	73,786	74,965	77,321	78,500	79,089
22	73,334	74,512	75,691	78,047	79,226	79,815
23	74,067	75,245	76,424	78,780	79,959	80,548
24	74,808	75,986	77,165	79,521	80,700	81,289
25	75,556	76,734	77,913	80,269	81,448	82,037
26	76,311	77,489	78,668	81,024	82,203	82,792
27	77,074	78,252	79,431	81,787	82,966	83,555
28	77,845	79,023	80,202	82,558	83,737	84,326
29	78,624	79,802	80,981	83,337	84,516	85,105
30	79,410	80,588	81,767	84,123	85,302	85,891
31	80,204	81,382	82,561	84,917	86,096	86,685
32	81,006	82,184	83,363	85,719	86,898	87,487
33	81,816	82,994	84,173	86,529	87,708	88,297
34	82,634	83,812	84,991	87,347	88,526	89,115
35	83,461	84,639	85,818	88,174	89,353	89,942
36	84,295	85,473	86,652	89,008	90,187	90,776



# Recommended Salary Schedules

New Kent County Public Schools  
Nurse - 195 day contract/7.5 hours per day

Step	Years of Experience	N001 FY26
0	1	52,221
1	2	52,744
2	3	53,271
3	4	53,803
4	5	54,342
5	6	54,885
6	7	55,434
7	8	55,988
8	9	56,548
9	10	57,114
10	11	57,685
11	12	58,261
12	13	58,844
13	14	59,432
14	15	60,027
15	16	60,626
16	17	61,233
17	18	61,845
18	19	62,464
19	20	63,088
20	21	63,719
21	22	64,357
22	23	65,000
23	24	65,651
24	25	66,307
25	26	66,970
26	27	67,640
27	28	68,316
28	29	68,999
29	30	69,689
30	31+	70,386

New Kent County Public Schools  
Speech/Occupational Therapist - 200 day contract/8 hr

Step	Years of Experience	S001 FY26
0	1	52,603
1	2	53,392
2	3	54,193
3	4	55,006
4	5	55,831
5	6	56,669
6	7	57,519
7	8	58,381
8	9	59,257
9	10	60,146
10	11	61,048
11	12	61,964
12	13	62,893
13	14	63,837
14	15	64,794
15	16	65,766
16	17	66,753
17	18	67,754
18	19	68,770
19	20	69,802
20	21	70,849
21	22	71,912
22	23	72,990
23	24	74,085
24	25	75,197
25	26	76,324
26	27	77,469
27	28	78,631
28	29	79,811
29	30	81,008
30	31	82,223
31	32	83,457
32	33	84,708
33	34	85,979
34	35	87,269
35	36	88,578
36	37+	89,906



# Recommended Salary Schedules

New Kent County Public Schools  
School Psychologist/Social Worker - 8.0 hours per day

Step	Years of Experience	S601/260 FY26	S201/220 FY26	S101/210 FY26	S011/200 FY26
0	1	75,199	63,629	60,737	57,845
1	2	75,895	64,218	61,299	58,381
2	3	76,599	64,813	61,867	58,922
3	4	77,308	65,414	62,441	59,468
4	5	78,026	66,021	63,020	60,020
5	6	78,750	66,634	63,606	60,577
6	7	79,482	67,254	64,197	61,140
7	8	80,222	67,879	64,794	61,709
8	9	80,968	68,511	65,397	62,283
9	10	81,722	69,149	66,006	62,863
10	11	82,484	69,793	66,621	63,449
11	12	83,252	70,444	67,242	64,040
12	13	84,029	71,101	67,869	64,638
13	14	84,813	71,765	68,503	65,241
14	15	85,606	72,435	69,143	65,851
15	16	86,406	73,113	69,790	66,466
16	17	87,214	73,797	70,442	67,088
17	18	88,031	74,487	71,102	67,716
18	19	88,856	75,185	71,768	68,351
19	20	89,688	75,890	72,441	68,991
20	21	90,529	76,602	73,120	69,638
21	22	91,380	77,321	73,806	70,292
22	23	92,238	78,047	74,499	70,952
23	24	93,105	78,780	75,199	71,619
24	25	93,980	79,521	75,906	72,292
25	26	94,864	80,269	76,620	72,972
26	27	95,757	81,024	77,342	73,659
27	28	96,659	81,787	78,070	74,353
28	29	97,569	82,558	78,806	75,053
29	30	98,489	83,337	79,549	75,761
30	31	99,419	84,123	80,299	76,476
31	32	100,357	84,917	81,057	77,198
32	33	101,305	85,719	81,823	77,927
33	34	102,262	86,529	82,596	78,663
34	35	103,229	87,347	83,377	79,407
35	36	104,205	88,174	84,166	80,158
36	37+	105,192	89,008	84,963	80,917



# Recommended Salary Schedules

New Kent County Public Schools  
Paraprofessional - 183 day contract/7.5 hours per day

Step	PARA FY26	PARA SPED I FY26	PARA SPED II FY26
0	20,896	21,210	21,528
1	21,210	21,528	21,851
2	21,528	21,851	22,179
3	21,851	22,179	22,511
4	22,179	22,511	22,849
5	22,511	22,849	23,192
6	22,849	23,192	23,540
7	23,192	23,540	23,893
8	23,540	23,893	24,251
9	23,893	24,251	24,615
10	24,251	24,615	24,984
11	24,615	24,984	25,359
12	24,984	25,359	25,739
13	25,359	25,739	26,125
14	25,739	26,125	26,517
15	26,125	26,517	26,915
16	26,517	26,915	27,319
17	26,915	27,319	27,728
18	27,319	27,728	28,144
19	27,728	28,144	28,566
20	28,144	28,566	28,995
21	28,566	28,995	29,430
22	28,995	29,430	29,871
23	29,430	29,871	30,319
24	29,871	30,319	30,774
25	30,319	30,774	31,236
26	30,774	31,236	31,704
27	31,236	31,704	32,180
28	31,704	32,180	32,663
29	32,180	32,663	33,153
30	32,663	33,153	33,650

Note: Nurse Aide on PARA SPED II scale + Clinic supplement (750)



# Recommended Salary Schedules

New Kent County Public Schools  
Admin Asst/Technical - 260 day contract/8 hours per day

Step	A001 FY26	A002 FY26	T001 FY26	T002 FY26
0	32,998	36,298	41,443	45,587
1	33,493	36,842	42,064	46,271
2	33,995	37,395	42,695	46,965
3	34,505	37,956	43,336	47,669
4	35,023	38,525	43,986	48,385
5	35,548	39,103	44,646	49,110
6	36,082	39,690	45,315	49,847
7	36,623	40,285	45,995	50,595
8	37,172	40,889	46,685	51,354
9	37,730	41,503	47,385	52,124
10	38,296	42,125	48,096	52,906
11	38,870	42,757	48,818	53,699
12	39,453	43,398	49,550	54,505
13	40,045	44,049	50,293	55,322
14	40,646	44,710	51,047	56,152
15	41,255	45,381	51,813	56,995
16	41,874	46,061	52,590	57,849
17	42,502	46,752	53,379	58,717
18	43,140	47,454	54,180	59,598
19	43,787	48,165	54,993	60,492
20	44,444	48,888	55,818	61,399
21	45,110	49,621	56,655	62,320
22	45,787	50,366	57,505	63,255
23	46,474	51,121	58,367	64,204
24	47,171	51,888	59,243	65,167
25	47,878	52,666	60,131	66,144
26	48,597	53,456	61,033	67,137
27	49,325	54,258	61,949	68,144
28	50,065	55,072	62,878	69,166
29	50,816	55,898	63,821	70,203
30	51,579	56,736	64,779	71,256



# Recommended Salary Schedules

New Kent County Public Schools  
Technical - 183 day contract/8 hours per day

Step	T832 FY26
0	32,086
1	32,568
2	33,056
3	33,552
4	34,055
5	34,566
6	35,085
7	35,611
8	36,145
9	36,687
10	37,238
11	37,796
12	38,363
13	38,938
14	39,523
15	40,115
16	40,717
17	41,328
18	41,948
19	42,577
20	43,216
21	43,864
22	44,522
23	45,190
24	45,868
25	46,556
26	47,254
27	47,963
28	48,682
29	49,412
30	50,154

New Kent County Public Schools  
Electrician - 260 day contract

Step	E001 FY26
0	50,976
1	51,740
2	52,516
3	53,304
4	54,104
5	54,915
6	55,739
7	56,575
8	57,424
9	58,285
10	59,159
11	60,047
12	60,948
13	61,862
14	62,790
15	63,732
16	64,687
17	65,658
18	66,643
19	67,642
20	68,657
21	69,687
22	70,732
23	71,793
24	72,870
25	73,963
26	75,072
27	76,199
28	77,342
29	78,502
30	79,679



# Recommended Salary Schedules

## New Kent County Public Schools

Building Maintenance/Mechanic Helper/Parts Clerk - 260 day contract

Step	M001 FY26
0	35,010
1	35,535
2	36,068
3	36,609
4	37,158
5	37,715
6	38,281
7	38,855
8	39,438
9	40,030
10	40,630
11	41,240
12	41,858
13	42,486
14	43,123
15	43,770
16	44,427
17	45,093
18	45,770
19	46,456
20	47,153
21	47,860
22	48,578
23	49,307
24	50,046
25	50,797
26	51,559
27	52,332
28	53,117
29	53,914
30	54,723

## New Kent County Public Schools

Mechanic - 260 day contract

Step	M001 FY26
0	45,146
1	45,823
2	46,510
3	47,208
4	47,916
5	48,635
6	49,364
7	50,105
8	50,856
9	51,619
10	52,393
11	53,179
12	53,977
13	54,787
14	55,608
15	56,442
16	57,289
17	58,148
18	59,021
19	59,906
20	60,805
21	61,717
22	62,642
23	63,582
24	64,536
25	65,504
26	66,486
27	67,484
28	68,496
29	69,523
30	70,566



# Recommended Salary Schedules

New Kent County Public Schools  
Transportation Salary Schedule - 183 Days

Step	Years of Experience	BUS Hourly	BUS 4.0	BUS 4.5	BUS 5.0	BUS 6.0	BUS 7.0	BUS 8.0
0	1	20.19	14,777	16,624	18,471	22,165	25,859	29,554
1	2	20.44	14,962	16,832	18,702	22,442	26,183	29,923
2	3	20.69	15,149	17,042	18,936	22,723	26,510	30,297
3	4	20.95	15,338	17,255	19,172	23,007	26,841	30,676
4	5	21.22	15,530	17,471	19,412	23,294	27,177	31,059
5	6	21.48	15,724	17,689	19,655	23,586	27,517	31,448
6	7	21.75	15,920	17,910	19,900	23,880	27,861	31,841
7	8	22.02	16,119	18,134	20,149	24,179	28,209	32,239
8	9	22.30	16,321	18,361	20,401	24,481	28,561	32,642
9	10	22.57	16,525	18,590	20,656	24,787	28,918	33,050
10	11	22.86	16,731	18,823	20,914	25,097	29,280	33,463
11	12	23.14	16,941	19,058	21,176	25,411	29,646	33,881
12	13	23.43	17,152	19,296	21,440	25,728	30,016	34,305
13	14	23.72	17,367	19,538	21,708	26,050	30,392	34,733
14	15	24.02	17,584	19,782	21,980	26,376	30,772	35,168
15	16	24.32	17,804	20,029	22,254	26,705	31,156	35,607
16	17	24.63	18,026	20,279	22,533	27,039	31,546	36,052
17	18	24.93	18,251	20,533	22,814	27,377	31,940	36,503
18	19	25.25	18,480	20,790	23,099	27,719	32,339	36,959
19	20	25.56	18,711	21,049	23,388	28,066	32,743	37,421
20	21	25.88	18,944	21,313	23,681	28,417	33,153	37,889
21	22	26.20	19,181	21,579	23,977	28,772	33,567	38,363
22	23	26.53	19,421	21,849	24,276	29,132	33,987	38,842
23	24	26.86	19,664	22,122	24,580	29,496	34,412	39,328
24	25	27.20	19,910	22,398	24,887	29,864	34,842	39,819
25	26	27.54	20,158	22,678	25,198	30,238	35,277	40,317
26	27	27.88	20,410	22,962	25,513	30,616	35,718	40,821
27	28	28.23	20,666	23,249	25,832	30,998	36,165	41,331
28	29	28.58	20,924	23,539	26,155	31,386	36,617	41,848
29	30	28.94	21,185	23,834	26,482	31,778	37,075	42,371
30	31+	29.30	21,450	24,132	26,813	32,175	37,538	42,900

Step	Years of Experience	CAR Hourly	CAR 4.5	CAR 5.0	CAR 6.0	AIDE Hourly	AIDE 4.5	AIDE 5.0	AIDE 6.0
0	1	16.09	13,250	14,722	17,667	15.00	12,353	13,725	16,470
1	2	16.33	13,449	14,943	17,932	15.23	12,538	13,931	16,717
2	3	16.58	13,651	15,167	18,201	15.45	12,726	14,140	16,968
3	4	16.82	13,855	15,395	18,474	15.69	12,917	14,352	17,222
4	5	17.08	14,063	15,626	18,751	15.92	13,110	14,567	17,481
5	6	17.33	14,274	15,860	19,032	16.16	13,307	14,786	17,743
6	7	17.59	14,488	16,098	19,318	16.40	13,507	15,008	18,009
7	8	17.86	14,706	16,340	19,607	16.65	13,709	15,233	18,279
8	9	18.13	14,926	16,585	19,902	16.90	13,915	15,461	18,553
9	10	18.40	15,150	16,833	20,200	17.15	14,124	15,693	18,832
10	11	18.67	15,377	17,086	20,503	17.41	14,336	15,928	19,114
11	12	18.95	15,608	17,342	20,811	17.67	14,551	16,167	19,401
12	13	19.24	15,842	17,602	21,123	17.93	14,769	16,410	19,692
13	14	19.53	16,080	17,866	21,440	18.20	14,990	16,656	19,987
14	15	19.82	16,321	18,134	21,761	18.48	15,215	16,906	20,287
15	16	20.12	16,566	18,406	22,088	18.75	15,443	17,159	20,591
16	17	20.42	16,814	18,682	22,419	19.03	15,675	17,417	20,900
17	18	20.72	17,066	18,963	22,755	19.32	15,910	17,678	21,214
18	19	21.04	17,322	19,247	23,097	19.61	16,149	17,943	21,532
19	20	21.35	17,582	19,536	23,443	19.90	16,391	18,212	21,855
20	21	21.67	17,846	19,829	23,795	20.20	16,637	18,486	22,183
21	22	22.00	18,114	20,126	24,152	20.51	16,887	18,763	22,515
22	23	22.33	18,385	20,428	24,514	20.81	17,140	19,044	22,853
23	24	22.66	18,661	20,735	24,882	21.13	17,397	19,330	23,196
24	25	23.00	18,941	21,046	25,255	21.44	17,658	19,620	23,544
25	26	23.35	19,225	21,361	25,634	21.76	17,923	19,914	23,897
26	27	23.70	19,514	21,682	26,018	22.09	18,192	20,213	24,256



# Recommended Salary Schedules

New Kent County Public Schools  
Stipend Schedule  
2025 - 2026

GRADE 1 - \$536	
Beta Club Sponsor	1
Class Sponsor - Freshman	1
Class Sponsor - Sophomore	1
Class Sponsor - Senior	3
Educators Rising	1
FBLA Sponsor	1
FCCLA Sponsor	1
YADAPP Sponsor	1
Junior BETA Club Sponsor	2
NKP Theater Tech	1
Odyssey of the Mind	4
Renaissance Sponsor	2
Student Government - Elementary School	3
Student Government - Middle School	1
GRADE 2 - \$1071	
Band Camp	1
Class Sponsor - Junior	1
Class Sponsor - Senior	1
Color Guard	1
NNCC	4
Drumline	1
Freshman Transition Coordinator	1
Scholastic Bowl Assistant	1
Sixth Grade Transition Coordinator	1
Special Olympics	1
Student Government - High School	1
Teacher Mentor	2
GRADE 3 - \$1,607	
Assistant Coach - Baseball - Middle School	1
Assistant Coach - Softball - Middle School	1
Assistant Coach - Basketball - Boys Middle School	1
Assistant Coach - Basketball - Girls Middle School	1
JV Assistant Coach - Baseball	1
JV Assistant Coach - Softball	1
Coach - Cheerleading - Middle School	1
CPR/AED First Aide Trainer	1
NKP Choreographer Musical	1
NKP Instrumental Musical	1
NKP Vocal Musical	1
One Act Play	2
School Based Webmaster	5
Test Coordinator Assistant	2
Yearbook - Middle School	1
GRADE 4 - \$2,142	
Assistant Coach - Varsity Basketball - Boys	1
Assistant Coach - Varsity Basketball - Girls	1
Assistant Coach - Varsity Baseball	1
Assistant Coach - Volleyball	1
Assistant Coach - Wrestling	1
Assistant Coach - Field Hockey	1
Assistant Coach - Soccer - Boys	1
Assistant Coach - Soccer - Girls	1
JV Coach - Fall Sideline Cheerleading	1
Coach - Fall Sideline Cheerleading	1
Assistant Coach - Varsity Softball	1
Coach - Baseball - Middle School	1
Coach - Basketball - Boys Middle School	1
Coach - Basketball - Girls Middle School	1
Coach - Cheerleading - Middle School	1
Coach - Field Hockey - Middle School	1
Coach - Football - Middle School	2
Coach - Softball - Middle School	1
Coach - Volleyball - Middle School	1
Coach - Wrestling - Middle School	1
Drama Middle School	1
NKP Director	1
NKP Producer	1
Testing Coordinator - Elementary and Middle	4
GRADE 5 - \$2,673	
Assistant Coach - Track - Outdoor	3
Assistant Coach - Track - Indoor	1
Assistant Coach - Track - Cross Country	1
Drama High School	1
Scholastic Bowl	1
Testing Coordinator - High School	1

GRADE 6 - \$3,214	
Assistant Coach - Football	4
Head Coach - Football MS	1
JV Coach - Baseball	1
JV Coach - Field Hockey	1
JV Coach - Soccer - Boys	1
JV Coach - Soccer - Girls	1
JV Coach - Softball	1
JV Coach - Volleyball	1
Safety Coordinator	1
Yearbook - High School	1
GRADE 7 - \$3,749	
Head Coach - Cheerleading - Competition	1
Head Coach - Cheerleading - Winter Sideline	1
Head Coach - Golf	1
Head Coach - Gymnastics	1
Head Coach - Soccer - Boys	1
Head Coach - Soccer - Girls	1
Head Coach - Swim Team Boys	1
Head Coach - Swim Team Girls	1
Head Coach - Tennis - Boys	1
Head Coach - Tennis - Girls	1
Head Coach - Track - Indoor - Boys	1
Head Coach - Track - Indoor - Girls	1
Head Coach - Volleyball	1
JV Coach - Wrestling	1
JV Coach - Basketball - Boys	1
JV Coach - Basketball - Girls	1
JV Coach - Football	1
JV Assistant Coach - Football	1
GRADE 8 - \$4,285	
Head Coach - Baseball	1
Head Coach - Cross Country Boys	1
Head Coach - Cross Country Girls	1
Head Coach - Field Hockey	1
Head Coach - Softball	1
Head Coach - Track - Boys	1
Head Coach - Track - Girls	1
Head Coach - Wrestling	1
GRADE 11 - \$5,892	
Head Coach - Basketball - Boys	1
Head Coach - Basketball - Girls	1
GRADE 12 - \$6,427	
Head Coach - Football	1

Grade	Factor	BA Step 0	
		\$	\$3,560
1	1%	\$	536
2	2%	\$	1,071
3	3%	\$	1,607
4	4%	\$	2,142
5	5%	\$	2,678
6	6%	\$	3,214
7	7%	\$	3,749
8	8%	\$	4,285
9	9%	\$	4,820
10	10%	\$	5,356
11	11%	\$	5,892
12	12%	\$	6,427

Longevity 20+ yrs \$400 (VHSL activities only)

**Payroll**

Annual	20 pays September through June
Fall	6 pays September through November
Winter	6 pays December through February
Spring	6 pays March through May