

2027-2028 ALBEMARLE COUNTY PUBLIC SCHOOLS TEACHER SALARY SCALES

Effective July 1, 2027 - June 30, 2028

Years Experience	Annual Salary (1450 Hours)				Hourly Equivalents			
	Bachelor	Master	Master + 30	Doctorate	Bachelor	Master	Master + 30	Doctorate
For Employees in the Virginia Retirement System (VRS) ONLY								
Step0	\$ 60,233.00	\$ 63,350.50	\$ 64,829.50	\$ 66,308.50	\$ 41.54	\$ 43.69	\$ 44.71	\$ 45.73
Step1	\$ 61,045.00	\$ 64,206.00	\$ 65,699.50	\$ 67,207.50	\$ 42.10	\$ 44.28	\$ 45.31	\$ 46.35
Step2	\$ 61,871.50	\$ 65,076.00	\$ 66,584.00	\$ 68,121.00	\$ 42.67	\$ 44.88	\$ 45.92	\$ 46.98
Step3	\$ 62,712.50	\$ 65,960.50	\$ 67,483.00	\$ 69,034.50	\$ 43.25	\$ 45.49	\$ 46.54	\$ 47.61
Step4	\$ 63,553.50	\$ 66,845.00	\$ 68,396.50	\$ 69,962.50	\$ 43.83	\$ 46.10	\$ 47.17	\$ 48.25
Step5	\$ 64,409.00	\$ 67,744.00	\$ 69,324.50	\$ 70,905.00	\$ 44.42	\$ 46.72	\$ 47.81	\$ 48.90
Step6	\$ 65,279.00	\$ 68,657.50	\$ 70,267.00	\$ 71,862.00	\$ 45.02	\$ 47.35	\$ 48.46	\$ 49.56
Step7	\$ 66,163.50	\$ 69,585.50	\$ 71,209.50	\$ 72,833.50	\$ 45.63	\$ 47.99	\$ 49.11	\$ 50.23
Step8	\$ 67,062.50	\$ 70,528.00	\$ 72,166.50	\$ 73,819.50	\$ 46.25	\$ 48.64	\$ 49.77	\$ 50.91
Step9	\$ 67,961.50	\$ 71,485.00	\$ 73,138.00	\$ 74,820.00	\$ 46.87	\$ 49.30	\$ 50.44	\$ 51.60
Step10	\$ 68,875.00	\$ 72,456.50	\$ 74,124.00	\$ 75,835.00	\$ 47.50	\$ 49.97	\$ 51.12	\$ 52.30
Step11	\$ 69,803.00	\$ 73,428.00	\$ 75,124.50	\$ 76,864.50	\$ 48.14	\$ 50.64	\$ 51.81	\$ 53.01
Step12	\$ 70,745.50	\$ 74,414.00	\$ 76,139.50	\$ 77,908.50	\$ 48.79	\$ 51.32	\$ 52.51	\$ 53.73
Step13	\$ 71,702.50	\$ 75,414.50	\$ 77,169.00	\$ 78,967.00	\$ 49.45	\$ 52.01	\$ 53.22	\$ 54.46
Step14	\$ 72,674.00	\$ 76,429.50	\$ 78,213.00	\$ 80,040.00	\$ 50.12	\$ 52.71	\$ 53.94	\$ 55.20
Step15	\$ 73,660.00	\$ 77,459.00	\$ 79,271.50	\$ 81,127.50	\$ 50.80	\$ 53.42	\$ 54.67	\$ 55.95
Step16	\$ 74,660.50	\$ 78,503.00	\$ 80,344.50	\$ 82,229.50	\$ 51.49	\$ 54.14	\$ 55.41	\$ 56.71
Step17	\$ 75,675.50	\$ 79,561.50	\$ 81,432.00	\$ 83,346.00	\$ 52.19	\$ 54.87	\$ 56.16	\$ 57.48
Step18	\$ 76,690.50	\$ 80,634.50	\$ 82,534.00	\$ 84,477.00	\$ 52.89	\$ 55.61	\$ 56.92	\$ 58.26
Step19	\$ 77,720.00	\$ 81,722.00	\$ 83,650.50	\$ 85,622.50	\$ 53.60	\$ 56.36	\$ 57.69	\$ 59.05
Step20	\$ 78,764.00	\$ 82,824.00	\$ 84,781.50	\$ 86,782.50	\$ 54.32	\$ 57.12	\$ 58.47	\$ 59.85
Step21	\$ 79,822.50	\$ 83,940.50	\$ 85,927.00	\$ 87,957.00	\$ 55.05	\$ 57.89	\$ 59.26	\$ 60.66
Step22	\$ 80,895.50	\$ 85,071.50	\$ 87,087.00	\$ 89,146.00	\$ 55.79	\$ 58.67	\$ 60.06	\$ 61.48
Step23	\$ 81,983.00	\$ 86,217.00	\$ 88,261.50	\$ 90,349.50	\$ 56.54	\$ 59.46	\$ 60.87	\$ 62.31
Step24	\$ 83,085.00	\$ 87,377.00	\$ 89,450.50	\$ 91,567.50	\$ 57.30	\$ 60.26	\$ 61.69	\$ 63.15
Step25	\$ 84,201.50	\$ 88,551.50	\$ 90,654.00	\$ 92,800.00	\$ 58.07	\$ 61.07	\$ 62.52	\$ 64.00
Step26	\$ 85,332.50	\$ 89,740.50	\$ 91,872.00	\$ 94,047.00	\$ 58.85	\$ 61.89	\$ 63.36	\$ 64.86
Step27	\$ 86,478.00	\$ 90,958.50	\$ 93,119.00	\$ 95,323.00	\$ 59.64	\$ 62.73	\$ 64.22	\$ 65.74
Step28	\$ 87,652.50	\$ 92,191.00	\$ 94,380.50	\$ 96,613.50	\$ 60.45	\$ 63.58	\$ 65.09	\$ 66.63
Step29	\$ 88,841.50	\$ 93,438.00	\$ 95,656.50	\$ 97,918.50	\$ 61.27	\$ 64.44	\$ 65.97	\$ 67.53
Step30	\$ 90,045.00	\$ 94,699.50	\$ 96,947.00	\$ 99,238.00	\$ 62.10	\$ 65.31	\$ 66.86	\$ 68.44
Step31	\$ 91,263.00	\$ 95,975.50	\$ 98,252.00	\$ 100,572.00	\$ 62.94	\$ 66.19	\$ 67.76	\$ 69.36
Step32	\$ 92,495.50	\$ 97,266.00	\$ 99,571.50	\$ 101,935.00	\$ 63.79	\$ 67.08	\$ 68.67	\$ 70.30

Years Experience	Annual Salary (1450 Hours)				Hourly Equivalents			
	Bachelor	Master	Master + 30	Doctorate	Bachelor	Master	Master + 30	Doctorate
For VRS-INELIGIBLE Employees Only								
Step0	\$ 56,985.00	\$ 59,914.00	\$ 61,277.00	\$ 62,698.00	\$ 39.30	\$ 41.32	\$ 42.26	\$ 43.24
Step1	\$ 57,753.50	\$ 60,726.00	\$ 62,103.50	\$ 63,539.00	\$ 39.83	\$ 41.88	\$ 42.83	\$ 43.82
Step2	\$ 58,536.50	\$ 61,552.50	\$ 62,944.50	\$ 64,365.50	\$ 40.37	\$ 42.45	\$ 43.41	\$ 44.39
Step3	\$ 59,319.50	\$ 62,379.00	\$ 63,800.00	\$ 65,221.00	\$ 40.91	\$ 43.02	\$ 44.00	\$ 44.98
Step4	\$ 60,117.00	\$ 63,220.00	\$ 64,655.50	\$ 66,062.00	\$ 41.46	\$ 43.60	\$ 44.59	\$ 45.56
Step5	\$ 60,929.00	\$ 64,075.50	\$ 65,525.50	\$ 66,917.50	\$ 42.02	\$ 44.19	\$ 45.19	\$ 46.15
Step6	\$ 61,755.50	\$ 64,945.50	\$ 66,410.00	\$ 67,773.00	\$ 42.59	\$ 44.79	\$ 45.80	\$ 46.74
Step7	\$ 62,582.00	\$ 65,815.50	\$ 67,309.00	\$ 68,643.00	\$ 43.16	\$ 45.39	\$ 46.42	\$ 47.34
Step8	\$ 63,423.00	\$ 66,700.00	\$ 68,222.50	\$ 69,542.00	\$ 43.74	\$ 46.00	\$ 47.05	\$ 47.96
Step9	\$ 64,278.50	\$ 67,599.00	\$ 69,150.50	\$ 70,455.50	\$ 44.33	\$ 46.62	\$ 47.69	\$ 48.59
Step10	\$ 65,148.50	\$ 68,512.50	\$ 70,078.50	\$ 71,369.00	\$ 44.93	\$ 47.25	\$ 48.33	\$ 49.22
Step11	\$ 66,033.00	\$ 69,440.50	\$ 71,021.00	\$ 72,311.50	\$ 45.54	\$ 47.89	\$ 48.98	\$ 49.87
Step12	\$ 66,917.50	\$ 70,383.00	\$ 71,978.00	\$ 73,254.00	\$ 46.15	\$ 48.54	\$ 49.64	\$ 50.52
Step13	\$ 67,816.50	\$ 71,340.00	\$ 72,949.50	\$ 74,182.00	\$ 46.77	\$ 49.20	\$ 50.31	\$ 51.16
Step14	\$ 68,730.00	\$ 72,297.00	\$ 73,935.50	\$ 75,153.50	\$ 47.40	\$ 49.86	\$ 50.99	\$ 51.83
Step15	\$ 69,658.00	\$ 73,268.50	\$ 74,936.00	\$ 76,139.50	\$ 48.04	\$ 50.53	\$ 51.68	\$ 52.51
Step16	\$ 70,600.50	\$ 74,254.50	\$ 75,951.00	\$ 77,111.00	\$ 48.69	\$ 51.21	\$ 52.38	\$ 53.18
Step17	\$ 71,557.50	\$ 75,255.00	\$ 76,980.50	\$ 78,155.00	\$ 49.35	\$ 51.90	\$ 53.09	\$ 53.90
Step18	\$ 72,529.00	\$ 76,270.00	\$ 78,024.50	\$ 79,141.00	\$ 50.02	\$ 52.60	\$ 53.81	\$ 54.58
Step19	\$ 73,515.00	\$ 77,299.50	\$ 79,083.00	\$ 80,185.00	\$ 50.70	\$ 53.31	\$ 54.54	\$ 55.30
Step20	\$ 74,501.00	\$ 78,343.50	\$ 80,156.00	\$ 81,214.50	\$ 51.38	\$ 54.03	\$ 55.28	\$ 56.01
Step21	\$ 75,501.50	\$ 79,402.00	\$ 81,243.50	\$ 82,273.00	\$ 52.07	\$ 54.76	\$ 56.03	\$ 56.74
Step22	\$ 76,516.50	\$ 80,475.00	\$ 82,345.50	\$ 83,346.00	\$ 52.77	\$ 55.50	\$ 56.79	\$ 57.48
Step23	\$ 77,546.00	\$ 81,562.50	\$ 83,462.00	\$ 84,433.50	\$ 53.48	\$ 56.25	\$ 57.56	\$ 58.23
Step24	\$ 78,590.00	\$ 82,664.50	\$ 84,593.00	\$ 85,506.50	\$ 54.20	\$ 57.01	\$ 58.34	\$ 58.97
Step25	\$ 79,648.50	\$ 83,781.00	\$ 85,738.50	\$ 86,637.50	\$ 54.93	\$ 57.78	\$ 59.13	\$ 59.75
Step26	\$ 80,721.50	\$ 84,912.00	\$ 86,898.50	\$ 87,768.50	\$ 55.67	\$ 58.56	\$ 59.93	\$ 60.53
Step27	\$ 81,809.00	\$ 86,057.50	\$ 88,073.00	\$ 88,914.00	\$ 56.42	\$ 59.35	\$ 60.74	\$ 61.32
Step28	\$ 82,911.00	\$ 87,217.50	\$ 89,262.00	\$ 90,045.00	\$ 57.18	\$ 60.15	\$ 61.56	\$ 62.10
Step29	\$ 84,027.50	\$ 88,392.00	\$ 90,465.50	\$ 91,205.00	\$ 57.95	\$ 60.96	\$ 62.39	\$ 62.90
Step30	\$ 85,158.50	\$ 89,581.00	\$ 91,683.50	\$ 92,394.00	\$ 58.73	\$ 61.78	\$ 63.23	\$ 63.72
Step31	\$ 86,304.00	\$ 90,784.50	\$ 92,916.00	\$ 93,626.50	\$ 59.52	\$ 62.61	\$ 64.08	\$ 64.57
Step32	\$ 87,464.00	\$ 92,017.00	\$ 94,177.50	\$ 94,830.00	\$ 60.32	\$ 63.46	\$ 64.95	\$ 65.40