



VIRGINIA BEACH CITY PUBLIC SCHOOLS
CHARTING THE COURSE

INSTRUCTIONAL EXPERIENCED-BASED STEP PAY SCALE

SY 2026 - 2027

Effective: July 1, 2026

Creditable Years of Teaching Experience	Standard Teaching	10-month Extended	10-month Extended HS School Counselors	11-month	12-month	ALC
0	57,801	60,994	62,729	63,872	75,149	41,004
1	58,668	61,909	63,670	64,830	76,276	41,619
2	59,548	62,838	64,625	65,803	77,420	42,244
3	60,441	63,780	65,594	66,790	78,581	42,877
4	61,347	64,737	66,578	67,792	79,760	43,520
5	62,268	65,708	67,577	68,809	80,957	44,173
6	63,202	66,694	68,591	69,841	82,171	44,836
7	64,150	67,694	69,620	70,889	83,404	45,509
8	65,112	68,710	70,664	71,952	84,654	46,191
9	66,089	69,740	71,724	73,031	85,924	46,884
10	67,080	70,786	72,800	74,127	87,213	47,587
11	68,086	71,848	73,892	75,238	88,521	48,301
12	69,107	72,926	75,000	76,367	89,849	49,026
13	70,144	74,020	76,125	77,513	91,197	49,761
14	71,196	75,130	77,267	78,675	92,565	50,507
15	72,264	76,257	78,426	79,855	93,953	51,265
16	73,348	77,401	79,602	81,053	95,363	52,034
17	74,448	78,562	80,796	82,269	96,793	52,815
18	75,565	79,740	82,008	83,503	98,245	53,607
19	76,699	80,936	83,238	84,756	99,719	54,411
20	77,849	82,150	84,487	86,027	101,215	55,227
21	79,017	83,383	85,754	87,318	102,733	56,056
22	80,202	84,634	87,041	88,627	104,274	56,896
23	81,405	85,903	88,346	89,957	105,838	57,750
24	82,626	87,192	89,671	91,306	107,425	58,616
25	83,866	88,500	91,017	92,676	109,037	59,495
26	85,124	89,827	92,382	94,066	110,673	60,388
27	86,400	91,174	93,767	95,477	112,332	61,293
28	87,696	92,542	95,174	96,909	114,018	62,213
29	89,012	93,930	96,602	98,362	115,728	63,146
30	90,347	95,339	98,051	99,838	117,464	64,093
31	91,702	96,769	99,521	101,336	119,226	65,055
32	93,078	98,221	101,014	102,856	121,014	66,031
33	94,474	99,694	102,530	104,398	122,829	67,021
34	95,891	101,189	104,067	105,964	124,672	68,026
35	97,330	102,707	105,629	107,554	126,542	69,047
36	98,790	104,248	107,213	109,167	128,440	70,083
37	100,271	105,812	108,821	110,805	130,367	71,134
38	101,775	107,399	110,453	112,467	132,322	72,201
39	103,302	109,010	112,110	114,154	134,307	73,284
40	104,852	110,645	113,792	115,866	136,322	74,383
41	106,424	112,305	115,499	117,604	138,366	75,499
42	108,021	113,989	117,231	119,368	140,442	76,631
43	109,641	115,699	118,990	121,159	142,548	77,781
44	111,286	117,435	120,775	122,976	144,687	78,947
45	112,955	119,196	122,586	124,821	146,857	80,132
46	114,649	120,984	124,425	126,693	149,060	81,334
47+	116,369	122,799	126,291	128,593	151,296	82,554

The scale reflects approximately a 3.79% entry-level adjustment and a 1.5% difference between each step for years of experience.