ADMINISTRATOR SALARY SCALE - LICENSED*
2026-2027

215 Days

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Step19
C	$83,346.90	$86,681.55	$90,149.50	$93,755.05	$97,504.65	$101,404.75	$105,461.80	$109,680.10	$114,068.25	$116,919.15	$119,843.15	$122,840.25	$125,297.70	$127,804.60	$130,360.95	$134,271.80	$138,300.90	$142,450.40	$146,724.60
CD	$88,799.30	$92,351.10	$96,044.80	$99,886.85	$103,881.55	$108,037.50	$112,359.00	$116,852.50	$121,526.60	$124,564.55	$127,677.75	$130,870.50	$133,487.05	$136,157.35	$138,881.40	$143,048.10	$147,339.50	$151,759.90	$156,313.60
CP	$89,665.75	$93,251.95	$96,982.20	$100,860.80	$104,894.20	$109,091.00	$113,455.50	$117,994.15	$122,713.40	$125,781.45	$128,926.90	$132,149.75	$134,792.10	$137,488.20	$140,238.05	$144,445.60	$148,780.00	$153,243.40	$157,840.10
Grade	**Step 1**	**Step 2**	**Step 3**	**Step 4**	**Step 5**	**Step 6**	**Step 7**	**Step 8**	**Step 9**	**Step 10**	**Step 11**	**Step 12**	**Step 13**	**Step 14**	**Step 15**	**Step 16**	**Step 17**	**Step 18**	**Grade**
DA	$96,449.00	$100,306.10	$104,318.00	$108,491.15	$112,829.85	$117,342.70	$122,036.15	$126,916.65	$131,992.80	$135,293.05	$138,675.00	$141,448.50	$144,277.90	$147,163.20	$151,577.15	$156,124.40	$160,807.10	$165,631.70	DA

240 Days

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19
C	$93,038.40	$96,760.80	$100,632.00	$104,656.80	$108,842.40	$113,196.00	$117,724.80	$122,433.60	$127,332.00	$130,514.40	$133,778.40	$137,124.00	$139,867.20	$142,665.60	$145,519.20	$149,884.80	$154,382.40	$159,014.40	$163,785.60
CD	$99,124.80	$103,089.60	$107,212.80	$111,501.60	$115,960.80	$120,600.00	$125,424.00	$130,440.00	$135,657.60	$139,048.80	$142,524.00	$146,088.00	$149,008.80	$151,989.60	$155,030.40	$159,681.60	$164,472.00	$169,406.40	$174,489.60
CP	$100,092.00	$104,095.20	$108,259.20	$112,588.80	$117,091.20	$121,776.00	$126,648.00	$131,714.40	$136,982.40	$140,407.20	$143,918.40	$147,516.00	$150,465.60	$153,475.20	$156,544.80	$161,241.60	$166,080.00	$171,062.40	$176,193.60
Grade	**Step 1**	**Step 2**	**Step 3**	**Step 4**	**Step 5**	**Step 6**	**Step 7**	**Step 8**	**Step 9**	**Step 10**	**Step 11**	**Step 12**	**Step 13**	**Step 14**	**Step 15**	**Step 16**	**Step 17**	**Step 18**	**Grade**
D	$103,831.20	$107,985.60	$112,305.60	$116,798.40	$121,471.20	$126,331.20	$131,385.60	$136,641.60	$142,106.40	$145,658.40	$149,299.20	$152,284.80	$155,330.40	$158,436.00	$163,188.00	$168,084.00	$173,126.40	$178,320.00	D
DC	$98,882.40	$102,837.60	$106,951.20	$111,230.40	$115,680.00	$120,307.20	$125,119.20	$130,123.20	$135,328.80	$138,712.80	$142,180.80	$145,024.80	$147,926.40	$150,885.60	$155,412.00	$160,075.20	$164,877.60	$169,824.00	DC
DA	$107,664.00	$111,969.60	$116,448.00	$121,106.40	$125,949.60	$130,987.20	$136,226.40	$141,674.40	$147,340.80	$151,024.80	$154,800.00	$157,896.00	$161,054.40	$164,275.20	$169,202.40	$174,278.40	$179,505.60	$184,891.20	DA
E	$98,882.40	$102,837.60	$106,951.20	$111,230.40	$115,680.00	$120,307.20	$125,119.20	$130,123.20	$135,328.80	$138,712.80	$142,180.80	$145,024.80	$147,926.40	$150,885.60	$155,412.00	$160,075.20	$164,877.60	$169,824.00	E
Grade	**Step 1**	**Step 2**	**Step 3**	**Step 4**	**Step 5**	**Step 6**	**Step 7**	**Step 8**	**Step 9**	**Step 10**	**Step 11**	**Step 12**	**Step 13**	**Step 14**	**Step 15**	**Step 16**	**Step 17**	**Grade**	
F	$110,827.20	$115,260.00	$119,870.40	$124,665.60	$129,652.80	$134,839.20	$140,232.00	$145,840.80	$151,675.20	$155,467.20	$158,577.60	$161,748.00	$164,983.20	$169,932.00	$175,029.60	$180,280.80	$185,690.40	F	
FA	$122,136.00	$127,022.40	$132,103.20	$137,388.00	$142,884.00	$148,598.40	$154,543.20	$160,725.60	$167,155.20	$171,333.60	$174,760.80	$178,255.20	$181,819.20	$187,274.40	$192,892.80	$198,679.20	$204,638.40	FA	
FP	$127,521.60	$132,621.60	$137,925.60	$143,443.20	$149,181.60	$155,148.00	$161,354.40	$167,808.00	$174,520.80	$178,884.00	$182,462.40	$186,112.80	$189,835.20	$195,530.40	$201,396.00	$207,436.80	$213,660.00	FP	
G	$116,366.40	$121,020.00	$125,860.80	$130,896.00	$136,132.80	$141,578.40	$147,242.40	$153,132.00	$159,256.80	$163,238.40	$166,502.40	$169,833.60	$173,229.60	$178,425.60	$183,777.60	$189,290.40	$194,968.80	G	
GP	$133,900.80	$139,257.60	$144,828.00	$150,621.60	$156,645.60	$162,912.00	$169,428.00	$176,205.60	$183,254.40	$187,836.00	$191,592.00	$195,424.80	$199,334.40	$205,315.20	$211,473.60	$217,816.80	$224,352.00	GP	
H	$137,001.60	$142,480.80	$148,180.80	$154,108.80	$160,272.00	$166,682.40	$173,349.60	$180,283.20	$187,495.20	$192,182.40	$196,027.20	$199,948.80	$203,947.20	$210,064.80	$216,367.20	$222,859.20	$229,545.60	H	
Grade	**Step 1**	**Step 2**	**Step 3**	**Step 4**	**Step 5**	**Step 6**	**Step 7**	**Step 8**	**Step 9**	**Step 10**	**Step 11**	**Step 12**	**Step 13**	**Step 14**	**Step 15**	**Step 16**	**Grade**		
I	$157,857.60	$162,592.80	$167,469.60	$172,492.80	$177,667.20	$182,997.60	$188,486.40	$194,140.80	$199,965.60	$203,964.00	$208,044.00	$212,205.60	$218,572.80	$225,129.60	$231,883.20	$238,840.80	I		
J	$186,024.00	$191,604.00	$197,352.00	$203,272.80	$209,371.20	$215,652.00	$222,122.40	$228,787.20	$235,651.20	$240,364.80	$245,172.00	$250,075.20	$257,577.60	$265,305.60	$273,264.00	$281,462.40	J		

Initial placement and step progression to be determined by the Superintendent

Licensed Administrators Positions and Placement on Scale*

LAS - C	Assistant Director, School Counseling - High School (215)	LAS - FP	Principal, Elementary School	LAS - H	Principal, High School
	Assistant Director, Student Activities (240)		Principal, Juvenile Detention Home School	LAS - I	Executive Director, School Leadership
	Coordinator, Dual Language (240)	LAS - G	Director, Athletics		Executive Director, Multilingual Learning
	Coordinator, Student Achievement (240)		Director, CTE & Workforce Development		Executive Director, Instructional Support
LAS - CD	Dean of Students (215)		Director, Citywide Early Childhood Programs		Executive Director, Athletics & Student Activities
LAS - CP	Assistant Principal, Elementary (215)		Director, Equitable Practices		Executive Director, Equity & Title IX
	Assistant Principal, Elementary - Modified School (240)		Director, Gifted Programs & Advanced Academic Services		Executive Director, School Improvement
LAS - D	Academic Principal, Middle School (240)		Director, Related Services and Special Programs		Executive Director, Specialized Instruction
LAS - DC	Coordinator/Team Leader		Director, K-12 School Counseling		Executive Director, Student Services
LAS - DA	Assistant Principal, High School (240)		Director, School Counseling (High School)		Executive Director, Student Support Teams
	Dean of Students - High School (215)		Director, School Psychology	LAS - J	Chief of Teaching, Learning, and Leadership
LAS - E	Administrator - Virtual Learning		Director, School Health		Chief of Student Services and Equity
	Director, Adult Education		Director, Social Work		Chief Officer, Student Services
	Director, Middle School Counseling		Director, Specialized Instructional Programs		
LAS - F	Assistant Director, City Wide Programs & Behavioral Svcs		Director, Student Activities (ACHS)		
	Director, TIS Services	LAS - GP	Principal, Middle School		
LAS - FA	Campus Administrator		Principal, PK-8 School		
	Campus Administrator - Satellite				
	Lead Administrator				

*Required to have a VA Dept of Education License

Hourly rates calculate 4 decimals (for annual pay); Posted scales round to 2 decimals.

Alexandria City Public Schools

ADMINISTRATOR SALARY SCALE - SUPPORT
2026-2027
240 Days

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Grade
1	$67,869.60	$70,584.00	$73,406.40	$76,341.60	$79,394.40	$82,569.60	$85,872.00	$89,306.40	$92,877.60	$96,592.80	$100,456.80	$104,474.40	$106,564.80	$108,696.00	$110,870.40	$114,196.80	$117,621.60	$121,149.60	$124,783.20	1
2	$71,431.20	$74,289.60	$77,260.80	$80,352.00	$83,565.60	$86,908.80	$90,384.00	$93,998.40	$97,759.20	$100,202.40	$102,708.00	$105,276.00	$107,380.80	$109,528.80	$111,720.00	$115,072.80	$118,524.00	$122,080.80	$125,743.20	2
3	$75,007.20	$78,007.20	$81,127.20	$84,372.00	$87,746.40	$91,255.20	$94,905.60	$98,702.40	$102,650.40	$105,216.00	$107,846.40	$110,541.60	$112,752.00	$115,008.00	$117,307.20	$120,825.60	$124,449.60	$128,184.00	$132,028.80	3
4	$78,760.80	$81,912.00	$85,188.00	$88,596.00	$92,140.80	$95,827.20	$99,660.00	$103,646.40	$107,791.20	$110,486.40	$113,248.80	$116,080.80	$118,401.60	$120,770.40	$123,184.80	$126,880.80	$130,687.20	$134,608.80	$138,648.00	4
5	$82,694.40	$86,001.60	$89,440.80	$93,019.20	$96,739.20	$100,608.00	$104,632.80	$108,818.40	$113,172.00	$116,001.60	$118,900.80	$121,874.40	$124,312.80	$126,799.20	$129,336.00	$133,216.80	$137,212.80	$141,328.80	$145,569.60	5
6	$86,829.60	$90,302.40	$93,914.40	$97,670.40	$101,577.60	$105,640.80	$109,867.20	$114,261.60	$118,831.20	$121,802.40	$124,848.00	$127,970.40	$130,528.80	$133,140.00	$135,804.00	$139,879.20	$144,074.40	$148,396.80	$152,848.80	6
7	$91,178.40	$94,826.40	$98,618.40	$102,564.00	$106,665.60	$110,932.80	$115,370.40	$119,985.60	$124,785.60	$127,905.60	$131,102.40	$134,380.80	$137,068.80	$139,809.60	$142,605.60	$146,884.80	$151,291.20	$155,829.60	$160,504.80	7
8	$95,731.20	$99,561.60	$103,543.20	$107,685.60	$111,993.60	$116,474.40	$121,132.80	$125,978.40	$131,018.40	$134,294.40	$137,652.00	$141,093.60	$143,916.00	$146,793.60	$149,728.80	$154,221.60	$158,848.80	$163,615.20	$168,523.20	8
Grade	**Step 1**	**Step 2**	**Step 3**	**Step 4**	**Step 5**	**Step 6**	**Step 7**	**Step 8**	**Step 9**	**Step 10**	**Step 11**	**Step 12**	**Step 13**	**Step 14**	**Step 15**	**Step 16**	**Step 17**	**Step 18**	**Grade**	
9	$100,519.20	$104,539.20	$108,720.00	$113,068.80	$117,590.40	$122,294.40	$127,185.60	$132,273.60	$137,565.60	$141,004.80	$144,530.40	$147,420.00	$150,369.60	$153,376.80	$157,977.60	$162,717.60	$167,599.20	$172,627.20	9	
Grade	**Step 1**	**Step 2**	**Step 3**	**Step 4**	**Step 5**	**Step 6**	**Step 7**	**Step 8**	**Step 9**	**Step 10**	**Step 11**	**Step 12**	**Step 13**	**Step 14**	**Step 15**	**Step 16**	**Step 17**	**Grade**		
10	$105,552.00	$109,773.60	$114,165.60	$118,732.80	$123,482.40	$128,421.60	$133,557.60	$138,900.00	$144,456.00	$148,068.00	$151,032.00	$154,056.00	$157,140.00	$161,856.00	$166,711.20	$171,712.80	$176,863.20	10		
11	$110,827.20	$115,260.00	$119,870.40	$124,665.60	$129,652.80	$134,839.20	$140,232.00	$145,840.80	$151,675.20	$155,467.20	$158,577.60	$161,748.00	$164,983.20	$169,932.00	$175,029.60	$180,280.80	$185,690.40	11		
12	$116,366.40	$121,020.00	$125,860.80	$130,896.00	$136,132.80	$141,578.40	$147,242.40	$153,132.00	$159,256.80	$163,238.40	$166,502.40	$169,833.60	$173,229.60	$178,425.60	$183,777.60	$189,290.40	$194,968.80	12		
Grade	**Step 1**	**Step 2**	**Step 3**	**Step 4**	**Step 5**	**Step 6**	**Step 7**	**Step 8**	**Step 9**	**Step 10**	**Step 11**	**Step 12**	**Step 13**	**Step 14**	**Step 15**	**Step 16**	**Grade**			
13	$122,184.00	$127,070.40	$132,153.60	$137,440.80	$142,939.20	$148,656.00	$154,603.20	$160,788.00	$167,220.00	$170,565.60	$173,976.00	$177,456.00	$182,779.20	$188,263.20	$193,910.40	$199,728.00	13			
14	$157,857.60	$162,592.80	$167,469.60	$172,492.80	$177,667.20	$182,997.60	$188,486.40	$194,140.80	$199,965.60	$203,964.00	$208,044.00	$212,205.60	$218,572.80	$225,129.60	$231,883.20	$238,840.80	14			
15	$186,024.00	$191,604.00	$197,352.00	$203,272.80	$209,371.20	$215,652.00	$222,122.40	$228,787.20	$235,651.20	$240,364.80	$245,172.00	$250,075.20	$257,577.60	$265,305.60	$273,264.00	$281,462.40	15			

Support Administrator Positions and Placement on Scale

SAS - 1	Unassigned	SAS - 7	Manager - Payroll	SAS - 12	Director II, Accounting
SAS - 2	Unassigned		Manager - Procurement		Director II, Budget
SAS - 3	Nutrition Financial Analyst		Manager - Public Information		Director II, Capital Programs, Planning and Design (CIP)
	Sr. Analyst - Payroll		Manager - Scholarship Fund		Director II, Compensation and Benefits
SAS - 4	Asst. Director, Transportation		Planner II		Director II, Employee Engagement and Relations
	Asst. Director, School Nutrition		Senior Project Manager (CIP)		Director II, Educational Facilities
	Coordinator - Safety & Emergency Operations		Title I - Coordinator		Director II, IT Infrastructure & Support
SAS - 5	Building System Manager	SAS - 8	Capital Program Manager (CIP)		Director II, Operations
SAS - 6	Accounting Analyst		Construction Program Manager II (CIP)		Director II, Procurement and General Services
	Architect		Senior Buyer		Director II, Project Delivery
	School Board Clerk		Senior Capital Program Buyer (CIP)		Director II, Pupil Transportation and Fleet Management
	Construction Engineer	SAS - 9	Administrator - Out-of-School Time Programs		Director II, Recruitment and Retention
	Construction Program Manager		Asst. Director I, Communications		Director II, Safety & Security Services
	Energy Manager		Asst. Director I, Financial Systems		Director II, School Nutrition Services
	FACE Manager		Assistant Director I, School Engagement & Community Partnerships		Director II, Technology Services
	Facilities Engineer		Coordinator - School Improvement		Director II, Title I Programs
	Manager - Comm Outreach/Sch Engagement		Data Analyst	SAS - 13	Unassigned
	Manager - Public Information		Evaluation & Assessment Analyst	SAS - 14	Executive Director, Communications
	Multimedia Specialist		Manager - FACE Program		Executive Director, Facilities and Operations
	Project Manager		Principal Planner		Executive Director, School, Business & Comm. Partnerships
	Senior Analyst, Technology Services	SAS - 10	Asst. Director II, Budget		Executive Director, Support Operations
	Senior Project Manager		Asst. Director - Capital Programs, Planning & Design		Executive Director, Human Resources
	Testing & Improvement Analyst		Asst. Director II, Maint & Custodial Svcs	SAS - 15	Chief Officer, Accountability
	Web Services Administrator		Asst. Director II, Procurement		Chief Officer, Facilities & Operations
SAS - 7	Budget Management Analyst		Asst. Director II, Project Delivery		Chief Officer, Finance
	Business Data Analyst		Senior Capital Program Manager (CIP)		Chief Officer, School and Community Relations
	Business Systems Analyst	SAS - 11	Director I - Policy & Board Initiatives		Chief Officer -Technology
	Capital Program Analyst				Chief of Staff
	Financial Analyst				Division Counsel
	Manager - Partnership Grants				