

2026-2027 ALBEMARLE COUNTY PUBLIC SCHOOLS
Classified Salary Scale
Paygrades 7-19
For Employees in the Virginia Retirement System (VRS) ONLY
Effective July 1, 2026 through June 30, 2027

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 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
19	\$74,505.60	\$35.82	\$37.61	\$39.40	\$41.19	\$89,419.20	\$42.99	\$96,844.80	\$46.56	\$119,204.80	\$57.31
18	\$69,617.60	\$33.47	\$35.14	\$36.81	\$38.49	\$83,532.80	\$40.16	\$90,521.60	\$43.52	\$111,404.80	\$53.56
17	\$65,062.40	\$31.28	\$32.84	\$34.41	\$35.97	\$78,083.20	\$37.54	\$84,572.80	\$40.66	\$104,104.00	\$50.05
16	\$60,798.40	\$29.23	\$30.70	\$32.16	\$33.62	\$72,966.40	\$35.08	\$79,081.60	\$38.02	\$97,323.20	\$46.79
15	\$56,825.60	\$27.32	\$28.69	\$30.05	\$31.42	\$68,182.40	\$32.78	\$73,881.60	\$35.52	\$90,937.60	\$43.72
14	\$53,123.20	\$25.54	\$26.82	\$28.10	\$29.38	\$63,752.00	\$30.65	\$69,056.00	\$33.20	\$84,988.80	\$40.86
13	\$49,670.40	\$23.88	\$25.07	\$26.27	\$27.45	\$59,592.00	\$28.65	\$64,542.40	\$31.03	\$79,414.40	\$38.18
12	\$46,384.00	\$22.30	\$23.42	\$24.53	\$25.64	\$55,660.80	\$26.76	\$60,320.00	\$29.00	\$74,256.00	\$35.70
11	\$44,408.00	\$21.35	\$22.41	\$23.49	\$24.55	\$53,289.60	\$25.62	\$57,720.00	\$27.75	\$71,032.00	\$34.15
10	\$42,494.40	\$20.43	\$21.45	\$22.47	\$23.50	\$51,001.60	\$24.52	\$55,224.00	\$26.55	\$67,974.40	\$32.68
9	\$40,643.20	\$19.54	\$20.52	\$21.49	\$22.47	\$48,776.00	\$23.45	\$52,852.80	\$25.41	\$65,041.60	\$31.27
8	\$38,896.00	\$18.70	\$19.63	\$20.57	\$21.50	\$46,675.20	\$22.44	\$50,585.60	\$24.32	\$62,254.40	\$29.93
7	\$37,211.20	\$17.89	\$18.79	\$19.68	\$20.58	\$44,657.60	\$21.47	\$48,380.80	\$23.26	\$59,550.40	\$28.63

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Note: Final salary determination is based on internal equity & market competitiveness							
Grade	Hourly	Hourly	Hourly	Hourly	Hourly	Hourly	Hourly
19	\$34.11	\$35.82	\$37.53	\$39.22	\$40.93	\$44.35	\$54.58
18	\$31.88	\$33.48	\$35.07	\$36.67	\$38.26	\$41.45	\$51.01
17	\$29.80	\$31.29	\$32.77	\$34.26	\$35.76	\$38.73	\$47.67
16	\$27.84	\$29.23	\$30.62	\$32.01	\$33.42	\$36.20	\$44.55
15	\$26.03	\$27.33	\$28.64	\$29.94	\$31.24	\$33.83	\$41.64
14	\$24.33	\$25.54	\$26.76	\$27.98	\$29.19	\$31.63	\$38.92
13	\$22.73	\$23.87	\$25.00	\$26.14	\$27.28	\$29.55	\$36.37
12	\$21.25	\$22.31	\$23.37	\$24.44	\$25.50	\$27.62	\$33.99
11	\$20.33	\$21.34	\$22.36	\$23.37	\$24.40	\$26.43	\$32.53
10	\$19.46	\$20.43	\$21.40	\$22.37	\$23.35	\$25.30	\$31.12
9	\$18.62	\$19.55	\$20.48	\$21.41	\$22.34	\$24.20	\$29.79
8	\$17.82	\$18.71	\$19.60	\$20.49	\$21.39	\$23.16	\$28.50
7	\$17.06	\$17.90	\$18.76	\$19.61	\$20.47	\$22.18	\$27.29