



VIRGINIA BEACH CITY PUBLIC SCHOOLS
CHARTING THE COURSE

INSTRUCTIONAL EXPERIENCED-BASED STEP PAY SCALE

SY 2018 2019

Effective: July 1, 2018 - June 30, 2019

Creditable Years of Teaching Experience	Standard Teaching	10-month Extended	10-month Extended HS School Counselors	11-month	12-month	ALC
0	45,759	48,287	49,661	50,566	59,493	32,056
1	45,871	48,405	49,782	50,690	59,639	32,135
2	45,984	48,524	49,905	50,814	59,785	32,214
3	46,207	48,760	50,147	51,061	60,076	32,370
4	46,431	48,996	50,390	51,308	60,366	32,527
5	46,908	49,499	50,907	51,835	60,987	32,861
6	47,114	49,717	51,131	52,063	61,254	33,005
7	47,391	50,009	51,431	52,369	61,614	33,199
8	47,601	50,231	51,660	52,602	61,888	33,347
9	47,835	50,478	51,913	52,860	62,192	33,510
10	48,348	51,019	52,470	53,427	62,859	33,870
11	48,873	51,574	53,041	54,007	63,542	34,238
12	49,635	52,377	53,867	54,849	64,532	34,771
13	50,748	53,552	55,075	56,079	65,979	35,551
14	51,863	54,729	56,285	57,311	67,429	36,332
15	52,978	55,905	57,495	58,543	68,879	37,113
16	54,095	57,084	58,707	59,777	70,331	37,896
17	55,208	58,258	59,915	61,007	71,778	38,676
18	56,323	59,435	61,126	62,240	73,228	39,457
19	57,438	60,612	62,336	63,472	74,678	40,238
20	58,553	61,788	63,546	64,704	76,127	41,019
21	59,668	62,965	64,756	65,936	77,577	41,800
22	60,783	64,142	65,966	67,168	79,027	42,581
23	61,899	65,319	67,176	68,401	80,477	43,363
24	63,013	66,495	68,386	69,633	81,926	44,144
25	64,128	67,672	69,596	70,865	83,376	44,925
26	65,243	68,848	70,807	72,097	84,826	45,706
27	66,359	70,025	72,017	73,329	86,275	46,487
28	67,472	71,200	73,225	74,560	87,723	47,267
29	68,588	72,378	74,437	75,794	89,174	48,049
30	69,703	73,555	75,647	77,026	90,624	48,830
31+	*ABOVE SCALE					

For the 2018/2019 school year, the School Board approved the following compensation adjustments:

--Employees with **1-30 years of creditable work experience** received 2.4% of their 6/30/18 base salary which included a 1.9% cost of living adjustment as well as a 0.5% experience step increase.

--*Employees with **31+ years of creditable work experience** received 1.9% cost of living adjustment and are now considered to be "Above Scale."