

NEWPORT NEWS PUBLIC SCHOOLS
TEACHER GRADE 35A
BACHELORS DEGREE
2025-2026

Years Exp	192 Day* ANNUAL SALARY	195 DAY ANNUAL SALARY	197 DAY ANNUAL SALARY	202 DAY ANNUAL SALARY	212 DAY ANNUAL SALARY	220 DAY ANNUAL SALARY	245 DAY ANNUAL SALARY	202 DAY ANNUAL SALARY LEAD TEACHER SECONDARY	220 ANNUAL SALARY LEAD SECONDARY
0	56,000	56,875	57,458	58,917	61,833	64,167	71,458		
1	56,753	57,640	58,231	59,709	62,665	65,029	72,419		
2	57,371	58,267	58,865	60,359	63,347	65,738	73,208		
3	57,865	58,770	59,372	60,879	63,893	66,304	73,839	64,532	70,282
4	58,734	59,651	60,263	61,793	64,852	67,299	74,947	65,501	71,337
5	59,614	60,546	61,167	62,719	65,824	68,308	76,070	66,482	72,406
6	60,508	61,454	62,084	63,660	66,811	69,333	77,211	67,480	73,493
7	61,416	62,375	63,015	64,615	67,813	70,372	78,369	68,492	74,594
8	62,337	63,311	63,960	65,583	68,830	71,427	79,544	69,518	75,713
9	63,272	64,260	64,920	66,567	69,863	72,499	80,738	70,561	76,849
10	64,221	65,224	65,893	67,565	70,910	73,586	81,948	71,619	78,001
11	65,184	66,202	66,881	68,579	71,974	74,689	83,177	72,694	79,170
12	66,161	67,195	67,884	69,607	73,053	75,810	84,424	73,783	80,359
13	67,154	68,203	68,903	70,652	74,149	76,947	85,691	74,891	81,564
14	68,161	69,226	69,936	71,711	75,261	78,101	86,977	76,014	82,787
15	69,184	70,265	70,986	72,787	76,391	79,273	88,282	77,154	84,029
16	70,222	71,320	72,051	73,880	77,537	80,463	89,607	78,313	85,291
17	71,276	72,390	73,132	74,988	78,701	81,670	90,951	79,487	86,570
18	72,345	73,476	74,229	76,113	79,881	82,895	92,315	80,680	87,869
19	73,431	74,578	75,343	77,255	81,080	84,139	93,701	81,890	89,187
20	74,532	75,696	76,473	78,414	82,296	85,401	95,106	83,119	90,525
21	75,649	76,831	77,619	79,589	83,530	86,682	96,532	84,364	91,883
22	76,784	77,984	78,784	80,784	84,783	87,982	97,980	85,631	93,261
23	77,936	79,154	79,966	81,995	86,054	89,302	99,450	86,915	94,660
24	79,105	80,341	81,165	83,225	87,345	90,641	100,941	88,219	96,079
25	80,292	81,546	82,383	84,473	88,655	92,001	102,455	89,541	97,521
26	81,496	82,769	83,618	85,740	89,985	93,380	103,992	90,884	98,983
27	82,718	84,011	84,872	87,027	91,335	94,781	105,552	92,249	100,468
28	83,959	85,271	86,146	88,332	92,705	96,204	107,136	93,632	101,976
29	85,219	86,551	87,438	89,658	94,096	97,647	108,743	95,037	103,506
30	86,497	87,849	88,750	91,002	95,507	99,112	110,374	96,462	105,059
**31	87,795	89,167	90,081	92,368	96,940	100,599	112,030	97,910	106,635

*Standard teacher contract length.

NEWPORT NEWS PUBLIC SCHOOLS
TEACHER GRADE 37A
MASTERS DEGREE
2025-2026

Years Exp	192 DAY* ANNUAL SALARY	195 DAY ANNUAL SALARY	197 DAY ANNUAL SALARY	202 DAY ANNUAL SALARY	212 DAY ANNUAL SALARY	220 DAY ANNUAL SALARY	245 DAY ANNUAL SALARY	202 DAY ANNUAL SALARY LEAD TEACHER SECONDARY	220 ANNUAL SALARY LEAD SECONDARY
0	59,920	60,856	61,480	63,041	66,162	68,658	76,460		
1	60,726	61,675	62,307	63,889	67,052	69,582	77,489		
2	61,387	62,346	62,986	64,584	67,781	70,339	78,332		
3	61,916	62,883	63,528	65,141	68,366	70,945	79,007	69,049	75,202
4	62,845	63,827	64,482	66,118	69,391	72,010	80,193	70,085	76,331
5	63,787	64,784	65,448	67,109	70,431	73,089	81,395	71,136	77,474
6	64,744	65,756	66,430	68,116	71,488	74,186	82,616	72,203	78,637
7	65,715	66,742	67,426	69,138	72,560	75,298	83,855	73,286	79,816
8	66,700	67,742	68,437	70,174	73,648	76,427	85,112	74,384	81,013
9	67,701	68,759	69,464	71,227	74,753	77,574	86,389	75,501	82,228
10	68,716	69,790	70,505	72,295	75,874	78,737	87,684	76,633	83,461
11	69,746	70,836	71,562	73,379	77,011	79,917	88,999	77,782	84,712
12	70,792	71,898	72,636	74,479	78,166	81,116	90,334	78,948	85,983
13	71,855	72,978	73,726	75,597	79,340	82,334	91,690	80,133	87,274
14	72,933	74,073	74,832	76,732	80,530	83,569	93,066	81,336	88,583
15	74,027	75,184	75,955	77,883	81,738	84,823	94,462	82,556	89,912
16	75,138	76,312	77,095	79,051	82,965	86,096	95,879	83,794	91,262
17	76,265	77,457	78,251	80,237	84,209	87,387	97,317	85,051	92,630
18	77,409	78,619	79,425	81,441	85,472	88,698	98,777	86,327	94,020
19	78,571	79,799	80,617	82,663	86,755	90,029	100,260	87,623	95,431
20	79,749	80,995	81,826	83,903	88,056	91,379	101,763	88,937	96,862
21	80,945	82,210	83,053	85,161	89,377	92,749	103,289	90,271	98,314
22	82,159	83,443	84,299	86,438	90,717	94,141	104,838	91,624	99,789
23	83,391	84,694	85,563	87,734	92,078	95,552	106,410	92,998	101,285
24	84,642	85,965	86,846	89,050	93,459	96,986	108,007	94,393	102,805
25	85,912	87,254	88,149	90,387	94,861	98,441	109,627	95,810	104,347
26	87,200	88,563	89,471	91,742	96,283	99,917	111,271	97,247	105,912
27	88,509	89,892	90,814	93,119	97,729	101,417	112,941	98,706	107,502
28	89,837	91,241	92,177	94,516	99,195	102,938	114,636	100,187	109,114
29	91,184	92,609	93,559	95,933	100,682	104,482	116,355	101,689	110,751
30	92,552	93,998	94,962	97,372	102,193	106,049	118,100	103,214	112,412
31	93,941	95,409	96,387	98,834	103,727	107,641	119,873	104,764	114,099

*Standard teacher contract length.

NEWPORT NEWS PUBLIC SCHOOLS
TEACHER GRADE 38A
MASTERS + DEGREE (EdS/Advanced Study)
2025-2026

Years Exp	192 Day* ANNUAL SALARY	195 DAY ANNUAL SALARY	197 DAY ANNUAL SALARY	202 DAY ANNUAL SALARY	212 DAY ANNUAL SALARY	220 DAY ANNUAL SALARY	245 DAY ANNUAL SALARY	202 DAY ANNUAL SALARY LEAD TEACHER SECONDARY	220 ANNUAL SALARY LEAD SECONDARY
0	62,017	62,986	63,632	65,247	68,477	71,061	79,136		
1	62,851	63,833	64,488	66,124	69,398	72,017	80,200		
2	63,536	64,529	65,191	66,845	70,154	72,802	81,075		
3	64,083	65,084	65,752	67,421	70,758	73,428	81,773	71,466	77,834
4	65,045	66,061	66,739	68,433	71,821	74,531	83,000	72,539	79,003
5	66,020	67,052	67,739	69,459	72,897	75,648	84,244	73,627	80,187
6	67,010	68,057	68,755	70,500	73,990	76,782	85,508	74,730	81,389
7	68,015	69,078	69,786	71,557	75,100	77,934	86,790	75,850	82,610
8	69,035	70,114	70,833	72,631	76,226	79,103	88,092	76,989	83,849
9	70,071	71,166	71,896	73,721	77,370	80,290	89,414	78,144	85,107
10	71,121	72,232	72,973	74,825	78,529	81,493	90,753	79,315	86,383
11	72,187	73,315	74,067	75,947	79,706	82,714	92,114	80,504	87,677
12	73,270	74,415	75,178	77,086	80,902	83,955	93,496	81,711	88,992
13	74,370	75,532	76,307	78,243	82,117	85,216	94,899	82,938	90,329
14	75,486	76,665	77,452	79,418	83,349	86,494	96,323	84,183	91,684
15	76,618	77,815	78,613	80,609	84,599	87,791	97,768	85,446	93,058
16	77,768	78,983	79,793	81,818	85,869	89,109	99,235	86,727	94,456
17	78,934	80,167	80,990	83,045	87,156	90,445	100,723	88,028	95,872
18	80,118	81,370	82,204	84,291	88,464	91,802	102,234	89,348	97,310
19	81,321	82,592	83,439	85,556	89,792	93,180	103,769	90,689	98,771
20	82,540	83,830	84,689	86,839	91,138	94,577	105,324	92,049	100,252
21	83,778	85,087	85,960	88,141	92,505	95,996	106,904	93,429	101,756
22	85,035	86,364	87,249	89,464	93,893	97,436	108,508	94,832	103,282
23	86,310	87,659	88,558	90,805	95,301	98,897	110,135	96,253	104,831
24	87,604	88,973	89,885	92,167	96,729	100,380	111,786	97,697	106,403
25	88,919	90,308	91,235	93,550	98,181	101,886	113,464	99,163	107,999
26	90,252	91,662	92,602	94,953	99,653	103,414	115,165	100,650	109,619
27	91,607	93,038	93,993	96,378	101,149	104,966	116,894	102,161	111,264
28	92,981	94,434	95,402	97,824	102,667	106,541	118,648	103,693	112,933
29	94,375	95,850	96,833	99,290	104,206	108,138	120,426	105,247	114,626
30	95,791	97,288	98,286	100,780	105,769	109,761	122,233	106,827	116,347
31	97,229	98,748	99,761	102,293	107,357	111,408	124,068	108,431	118,092

*Standard teacher contract length.

NEWPORT NEWS PUBLIC SCHOOLS
TEACHER GRADE 39A
DOCTORATE
2025-2026

Years Exp	192 Day* ANNUAL SALARY	195 DAY ANNUAL SALARY	197 DAY ANNUAL SALARY	202 DAY ANNUAL SALARY	212 DAY ANNUAL SALARY	220 DAY ANNUAL SALARY	245 DAY ANNUAL SALARY	202 DAY ANNUAL SALARY LEAD TEACHER SECONDARY	220 ANNUAL SALARY LEAD SECONDARY
0	64,188	65,191	65,860	67,531	70,874	73,549	81,482		
1	65,051	66,067	66,745	68,439	71,827	74,538	82,578		
2	65,760	66,788	67,473	69,185	72,610	75,350	83,478		
3	66,326	67,362	68,053	69,780	73,235	75,999	84,196	73,967	\$ 80,559
4	67,322	68,374	69,075	70,828	74,335	77,140	85,461	75,078	\$ 81,768
5	68,331	69,399	70,110	71,890	75,449	78,296	86,741	76,203	\$ 82,994
6	69,355	70,439	71,161	72,967	76,579	79,469	88,041	77,345	\$ 84,237
7	70,396	71,496	72,229	74,062	77,729	80,662	89,363	78,506	\$ 85,502
8	71,451	72,567	73,312	75,172	78,894	81,871	90,702	79,682	\$ 86,783
9	72,523	73,656	74,412	76,300	80,077	83,099	92,063	80,878	\$ 88,085
10	73,610	74,760	75,527	77,444	81,278	84,345	93,443	82,091	\$ 89,406
11	74,714	75,881	76,660	78,605	82,497	85,610	94,844	83,321	\$ 90,747
12	75,834	77,019	77,809	79,784	83,733	86,893	96,266	84,571	\$ 92,107
13	76,973	78,176	78,978	80,982	84,991	88,198	97,712	85,841	\$ 93,490
14	78,128	79,349	80,163	82,197	86,266	89,522	99,178	87,129	\$ 94,893
15	79,300	80,539	81,365	83,430	87,560	90,865	100,666	88,436	\$ 96,317
16	80,490	81,748	82,586	84,682	88,874	92,228	102,176	89,763	\$ 97,762
17	81,697	82,974	83,825	85,952	90,207	93,611	103,709	91,109	\$ 99,228
18	82,922	84,218	85,081	87,241	91,560	95,015	105,264	92,475	\$ 100,716
19	84,167	85,482	86,359	88,551	92,934	96,441	106,844	93,864	\$ 102,227
20	85,429	86,764	87,654	89,878	94,328	97,887	108,446	95,271	\$ 103,760
21	86,710	88,065	88,968	91,226	95,742	99,355	110,072	96,700	\$ 105,316
22	88,011	89,386	90,303	92,595	97,179	100,846	111,724	98,151	\$ 106,897
23	89,331	90,727	91,657	93,984	98,636	102,358	113,399	99,623	\$ 108,499
24	90,670	92,087	93,031	95,392	100,115	103,893	115,099	101,116	\$ 110,127
25	92,031	93,469	94,428	96,824	101,618	105,452	116,827	102,633	\$ 111,779
26	93,411	94,871	95,844	98,276	103,141	107,033	118,579	104,173	\$ 113,455
27	94,813	96,294	97,282	99,751	104,689	108,640	120,358	105,736	\$ 115,158
28	96,235	97,739	98,741	101,247	106,259	110,269	122,164	107,322	\$ 116,885
29	97,678	99,204	100,222	102,765	107,853	111,923	123,995	108,931	\$ 118,638
30	99,144	100,693	101,726	104,308	109,472	113,603	125,856	110,566	\$ 120,419
31	100,632	102,204	103,253	105,873	111,115	115,308	127,745	112,225	\$ 122,226

*Standard teacher contract length.