

NEWPORT NEWS PUBLIC SCHOOLS

TEACHER GRADE 35A

BACHELORS DEGREE

2026-2027

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 SECONDAR Y
0	57,000	57,891	58,484	59,969	62,938	65,313	72,734		
1	57,680	58,581	59,182	60,684	63,688	66,092	73,602		
2	58,456	59,369	59,978	61,500	64,545	66,980	74,592		
3	59,092	60,015	60,631	62,170	65,248	67,710	75,404	65,900	71,773
4	59,601	60,533	61,153	62,706	65,810	68,293	76,054	66,468	72,391
5	60,496	61,441	62,071	63,647	66,797	69,318	77,195	67,466	73,477
6	61,403	62,362	63,002	64,601	67,799	70,357	78,352	68,477	74,578
7	62,324	63,297	63,947	65,570	68,816	71,412	79,528	69,504	75,697
8	63,258	64,247	64,906	66,553	69,848	72,483	80,720	70,546	76,832
9	64,207	65,210	65,879	67,551	70,895	73,570	81,930	71,604	77,984
10	65,170	66,188	66,867	68,564	71,959	74,674	83,160	72,678	79,154
11	66,147	67,181	67,870	69,592	73,037	75,794	84,406	73,768	80,342
12	67,139	68,188	68,887	70,636	74,133	76,930	85,672	74,874	81,546
13	68,146	69,211	69,920	71,695	75,244	78,084	86,957	75,997	82,769
14	69,169	70,249	70,970	72,771	76,374	79,256	88,262	77,137	84,011
15	70,206	71,303	72,034	73,863	77,519	80,445	89,586	78,295	85,272
16	71,260	72,373	73,115	74,971	78,682	81,652	90,930	79,469	86,551
17	72,329	73,459	74,213	76,096	79,863	82,877	92,295	80,662	87,850
18	73,414	74,561	75,326	77,238	81,062	84,121	93,680	81,872	89,168
19	74,515	75,680	76,456	78,397	82,278	85,382	95,085	83,101	90,505
20	75,634	76,815	77,603	79,573	83,512	86,664	96,512	84,347	91,864
21	76,768	77,967	78,767	80,766	84,764	87,963	97,959	85,612	93,241
22	77,919	79,136	79,948	81,977	86,035	89,282	99,428	86,896	94,639
23	79,088	80,324	81,148	83,207	87,326	90,622	100,920	88,199	96,059
24	80,274	81,528	82,365	84,455	88,636	91,981	102,433	89,522	97,500
25	81,478	82,751	83,600	85,722	89,965	93,360	103,970	90,865	98,962
26	82,700	83,993	84,854	87,008	91,315	94,761	105,529	92,228	100,447
27	83,941	85,252	86,126	88,312	92,684	96,182	107,112	93,611	101,953
28	85,200	86,531	87,419	89,637	94,075	97,625	108,719	95,015	103,483
29	86,478	87,829	88,730	90,982	95,486	99,090	110,350	96,441	105,035
30	87,776	89,147	90,062	92,347	96,919	100,576	112,005	97,888	106,611
**31	89,092	90,484	91,412	93,732	98,373	102,085	113,685	99,356	108,210

*Standard teacher contract length.

NEWPORT NEWS PUBLIC SCHOOLS

TEACHER GRADE 37A

MASTERS DEGREE

2026-2027

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	60,990	61,943	62,578	64,167	67,343	69,884	77,826		
1	61,718	62,682	63,325	64,932	68,147	70,719	78,755		
2	62,547	63,524	64,176	65,805	69,062	71,668	79,813		
3	63,229	64,217	64,876	66,522	69,815	72,450	80,683	70,513	76,797
4	63,773	64,769	65,434	67,095	70,416	73,073	81,377	71,121	77,457
5	64,730	65,741	66,416	68,101	71,473	74,170	82,598	72,187	78,620
6	65,701	66,728	67,412	69,123	72,545	75,282	83,837	73,270	79,799
7	66,686	67,728	68,423	70,159	73,632	76,411	85,094	74,369	80,996
8	67,686	68,744	69,449	71,211	74,737	77,557	86,370	75,484	82,210
9	68,701	69,774	70,490	72,279	75,857	78,720	87,665	76,616	83,443
10	69,732	70,822	71,548	73,364	76,996	79,901	88,981	77,766	84,695
11	70,777	71,883	72,620	74,463	78,150	81,099	90,314	78,931	85,965
12	71,839	72,961	73,710	75,581	79,322	82,316	91,670	80,116	87,255
13	72,916	74,055	74,815	76,714	80,511	83,550	93,044	81,317	88,563
14	74,010	75,166	75,937	77,865	81,719	84,803	94,440	82,537	89,891
15	75,121	76,295	77,077	79,034	82,946	86,076	95,858	83,776	91,241
16	76,248	77,439	78,234	80,219	84,191	87,368	97,296	85,032	92,610
17	77,392	78,601	79,407	81,423	85,454	88,678	98,755	86,308	93,999
18	78,553	79,780	80,599	82,644	86,736	90,009	100,237	87,603	95,410
19	79,732	80,978	81,808	83,885	88,037	91,360	101,741	88,918	96,842
20	80,928	82,193	83,036	85,143	89,358	92,730	103,268	90,252	98,294
21	82,142	83,425	84,281	86,420	90,698	94,121	104,817	91,605	99,768
22	83,373	84,676	85,544	87,715	92,058	95,532	106,387	92,978	101,264
23	84,624	85,946	86,828	89,032	93,439	96,965	107,984	94,374	102,783
24	85,893	87,235	88,130	90,367	94,840	98,419	109,603	95,789	104,324
25	87,182	88,544	89,452	91,723	96,263	99,896	111,248	97,226	105,890
26	88,489	89,872	90,793	93,098	97,707	101,394	112,916	98,684	107,478
27	89,816	91,219	92,155	94,494	99,172	102,914	114,609	100,164	109,089
28	91,164	92,588	93,538	95,912	100,660	104,459	116,329	101,667	110,727
29	92,532	93,978	94,942	97,351	102,171	106,026	118,075	103,192	112,388
30	93,920	95,388	96,366	98,812	103,703	107,617	119,846	104,741	114,074
31	95,329	96,819	97,812	100,294	105,259	109,231	121,644	106,312	115,785

*Standard teacher contract length.

NEWPORT NEWS PUBLIC SCHOOLS

TEACHER GRADE 38A

MASTERS + DEGREE (EdS/Advanced Study)

2026-2027

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	220 ANNUAL SALARY
0	63,125	64,111	64,769	66,413	69,701	72,331	80,550	LEAD	SALARY
1	63,878	64,876	65,541	67,205	70,532	73,194	81,511	TEACHER	LEAD
2	64,736	65,748	66,422	68,108	71,479	74,177	82,606	SECONDARY	SECONDARY
3	65,442	66,465	67,146	68,850	72,259	74,986	83,507	72,981	79,485
4	66,005	67,036	67,724	69,443	72,881	75,631	84,225	73,610	80,169
5	66,996	68,043	68,741	70,485	73,975	76,766	85,490	74,714	81,372
6	68,001	69,064	69,772	71,543	75,084	77,918	86,772	75,836	82,593
7	69,020	70,098	70,817	72,615	76,210	79,085	88,072	76,972	83,830
8	70,055	71,150	71,879	73,704	77,352	80,271	89,393	78,126	85,087
9	71,106	72,217	72,958	74,809	78,513	81,476	90,734	79,298	86,365
10	72,173	73,301	74,053	75,932	79,691	82,698	92,096	80,488	87,660
11	73,254	74,399	75,162	77,069	80,885	83,937	93,475	81,693	88,973
12	74,353	75,515	76,289	78,226	82,098	85,196	94,878	82,920	90,308
13	75,468	76,647	77,433	79,399	83,329	86,474	96,300	84,163	91,662
14	76,600	77,797	78,595	80,590	84,579	87,771	97,745	85,425	93,037
15	77,750	78,965	79,775	81,799	85,849	89,089	99,212	86,707	94,434
16	78,917	80,150	80,972	83,027	87,138	90,426	100,701	88,009	95,852
17	80,101	81,353	82,187	84,273	88,445	91,782	102,212	89,329	97,289
18	81,302	82,572	83,419	85,536	89,771	93,159	103,745	90,668	98,749
19	82,523	83,812	84,672	86,821	91,119	94,558	105,303	92,030	100,231
20	83,760	85,069	85,941	88,123	92,485	95,975	106,881	93,410	101,734
21	85,017	86,345	87,231	89,445	93,873	97,415	108,485	94,812	103,260
22	86,291	87,639	88,538	90,785	95,280	98,875	110,111	96,232	104,808
23	87,586	88,955	89,867	92,148	96,710	100,359	111,763	97,677	106,381
24	88,899	90,288	91,214	93,529	98,159	101,863	113,439	99,141	107,975
25	90,233	91,643	92,583	94,933	99,632	103,392	115,141	100,629	109,596
26	91,586	93,017	93,971	96,356	101,126	104,942	116,868	102,137	111,239
27	92,960	94,413	95,381	97,802	102,643	106,517	118,621	103,670	112,908
28	94,355	95,829	96,812	99,269	104,184	108,115	120,401	105,225	114,602
29	95,771	97,267	98,265	100,759	105,747	109,738	122,208	106,805	116,322
30	97,207	98,726	99,738	102,270	107,333	111,383	124,040	108,406	118,066
31	98,666	100,208	101,235	103,805	108,944	113,055	125,902	110,033	119,838

*Standard teacher contract length.

NEWPORT NEWS PUBLIC SCHOOLS

TEACHER GRADE 39A

DOCTORATE

2026-2027

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	65,334	66,355	67,035	68,737	72,140	74,862	83,369		
1	66,114	67,147	67,836	69,557	73,001	75,756	84,364		
2	67,002	68,049	68,747	70,492	73,981	76,773	85,497		
3	67,732	68,790	69,496	71,260	74,787	77,610	86,429	75,536	\$ 82,267
4	68,315	69,382	70,094	71,873	75,431	78,278	87,173	76,185	\$ 82,975
5	69,341	70,424	71,147	72,953	76,564	79,453	88,482	77,330	\$ 84,220
6	70,381	71,481	72,214	74,047	77,712	80,645	89,809	78,490	\$ 85,484
7	71,436	72,552	73,296	75,157	78,877	81,854	91,155	79,666	\$ 86,765
8	72,507	73,640	74,395	76,283	80,060	83,081	92,522	80,860	\$ 88,066
9	73,595	74,745	75,512	77,428	81,261	84,328	93,910	82,074	\$ 89,388
10	74,699	75,866	76,644	78,590	82,480	85,593	95,319	83,305	\$ 90,729
11	75,818	77,003	77,792	79,767	83,716	86,875	96,747	84,553	\$ 92,088
12	76,955	78,157	78,959	80,963	84,971	88,178	98,198	85,821	\$ 93,469
13	78,109	79,329	80,143	82,177	86,245	89,500	99,670	87,108	\$ 94,870
14	79,281	80,520	81,346	83,410	87,539	90,843	101,166	88,415	\$ 96,294
15	80,471	81,728	82,567	84,662	88,853	92,206	102,684	89,742	\$ 97,738
16	81,679	82,955	83,806	85,933	90,187	93,591	104,226	91,089	\$ 99,206
17	82,905	84,200	85,064	87,223	91,541	94,995	105,790	92,456	\$ 100,695
18	84,148	85,463	86,339	88,531	92,913	96,420	107,376	93,843	\$ 102,205
19	85,411	86,746	87,635	89,859	94,308	97,867	108,988	95,251	\$ 103,739
20	86,692	88,047	88,950	91,207	95,722	99,335	110,623	96,679	\$ 105,295
21	87,993	89,368	90,284	92,576	97,159	100,825	112,283	98,131	\$ 106,875
22	89,311	90,706	91,637	93,963	98,614	102,336	113,965	99,601	\$ 108,476
23	90,652	92,068	93,013	95,373	100,095	103,872	115,676	101,095	\$ 110,104
24	92,010	93,448	94,406	96,802	101,594	105,428	117,409	102,610	\$ 111,754
25	93,391	94,850	95,823	98,255	103,119	107,011	119,171	104,150	\$ 113,432
26	94,792	96,273	97,261	99,729	104,666	108,616	120,959	105,713	\$ 115,133
27	96,214	97,717	98,720	101,225	106,236	110,245	122,773	107,299	\$ 116,860
28	97,657	99,183	100,200	102,743	107,830	111,899	124,614	108,908	\$ 118,613
29	99,123	100,672	101,704	104,286	109,448	113,578	126,485	110,543	\$ 120,393
30	100,609	102,181	103,229	105,849	111,089	115,281	128,381	112,200	\$ 122,198
31	102,119	103,715	104,778	107,438	112,756	117,011	130,308	113,884	\$ 124,032

*Standard teacher contract length.