

Appendix A-1

NORFOLK PUBLIC SCHOOLS
2019-2020 Salary Schedule

\$36,972

Vertical: 4.5% of Base (5% on Steps 9 and up on M.A. through M.A. 45)

Horizontal: 4.5% of Base

Step	A BA	B BA+9	C BA+18	D BA+27	E MA	F MA+9	G MA+18	H MA+27	I MA+36	J MA+45
1	\$36,972 1.000	\$38,636 1.045	\$40,299 1.090	\$41,963 1.135	\$43,627 1.180	\$45,291 1.225	\$46,954 1.270	\$48,618 1.315	\$50,282 1.360	\$51,946 1.405
2	\$38,636 1.045	\$40,299 1.090	\$41,963 1.135	\$43,627 1.180	\$45,291 1.225	\$46,954 1.270	\$48,618 1.315	\$50,282 1.360	\$51,946 1.405	\$53,609 1.450
3	\$40,299 1.090	\$41,963 1.135	\$43,627 1.180	\$45,291 1.225	\$46,954 1.270	\$48,618 1.315	\$50,282 1.360	\$51,946 1.405	\$53,609 1.450	\$55,273 1.495
4	\$41,963 1.135	\$43,627 1.180	\$45,291 1.225	\$46,954 1.270	\$48,618 1.315	\$50,282 1.360	\$51,946 1.405	\$53,609 1.450	\$55,273 1.495	\$56,937 1.540
5	\$43,627 1.180	\$45,291 1.225	\$46,954 1.270	\$48,618 1.315	\$50,282 1.360	\$51,946 1.405	\$53,609 1.450	\$55,273 1.495	\$56,937 1.540	\$58,601 1.585
6	\$45,291 1.225	\$46,954 1.270	\$48,618 1.315	\$50,282 1.360	\$51,946 1.405	\$53,609 1.450	\$55,273 1.495	\$56,937 1.540	\$58,601 1.585	\$60,264 1.630
7		\$48,618 1.315	\$50,282 1.360	\$51,946 1.405	\$53,609 1.450	\$55,273 1.495	\$56,937 1.540	\$58,601 1.585	\$60,264 1.630	\$61,928 1.675
8			\$51,946 1.405	\$53,609 1.450	\$55,273 1.495	\$56,937 1.540	\$58,601 1.585	\$60,264 1.630	\$61,928 1.675	\$63,592 1.720
9				\$55,273 1.495	\$57,122 1.545	\$58,785 1.590	\$60,449 1.635	\$62,113 1.680	\$63,777 1.725	\$65,440 1.770
10					\$58,970 1.595	\$60,634 1.640	\$62,298 1.685	\$63,962 1.730	\$65,625 1.775	\$67,289 1.820
11					\$60,819 1.645	\$62,483 1.690	\$64,146 1.735	\$65,810 1.780	\$67,474 1.825	\$69,138 1.870
12						\$64,331 1.740	\$65,995 1.785	\$67,659 1.830	\$69,323 1.875	\$70,986 1.920
13							\$67,844 1.835	\$69,507 1.880	\$71,171 1.925	\$72,835 1.970
14								\$71,356 1.930	\$73,020 1.975	\$74,683 2.020
15									\$74,868 2.025	\$76,532 2.070

Staff members new to the District who will be placed in the BA column may bring in up to five (5) years of experience and will be placed on Step 6. Staff members new to the District who will be placed in the BA+9, BA+18, and BA +27 columns may bring in up to six (6) years of experience and will be placed on Step 7. Staff members new to the District who will be placed in the MA, MA+9, MA+18, MA+27, MA+36 and MA+45 columns may bring in up to seven (7) years of experience and will be placed on Step 8.

Appendix B1												
2019-2020 Base Salary		EXTRA DUTY SCHEDULE										
	Level 1	Level 2	Level 3	Level 4	Level 5	Level 6	Level 1	Level 2	Level 3	Level 4	Level 5	Level 6
Extra-Duty #1	1 to 5	6 to 10	11 to 15	16 to 19	20 to 24	25 to 28	1 to 5	6 to 10	11 to 15	16 to 19	20 to 24	25 to 28
SH Head B/G Basketball	0.20	0.21	0.22	0.23	0.24	0.25	\$ 7,394	\$ 7,764	\$ 8,134	\$ 8,504	\$ 8,873	\$ 9,243
SH Head Football	0.20	0.21	0.22	0.23	0.24	0.25	\$ 7,394	\$ 7,764	\$ 8,134	\$ 8,504	\$ 8,873	\$ 9,243
Extra-Duty #2	1 to 5	6 to 10	11 to 15	16 to 19	20 to 24	25 to 28	1 to 5	6 to 10	11 to 15	16 to 19	20 to 24	25 to 28
SH Head Baseball	0.16	0.17	0.18	0.19	0.20	0.21	\$ 5,916	\$ 6,285	\$ 6,655	\$ 7,025	\$ 7,394	\$ 7,764
SH Head B/G Soccer	0.16	0.17	0.18	0.19	0.20	0.21	\$ 5,916	\$ 6,285	\$ 6,655	\$ 7,025	\$ 7,394	\$ 7,764
SH Head Softball	0.16	0.17	0.18	0.19	0.20	0.21	\$ 5,916	\$ 6,285	\$ 6,655	\$ 7,025	\$ 7,394	\$ 7,764
SH Head Swimming	0.16	0.17	0.18	0.19	0.20	0.21	\$ 5,916	\$ 6,285	\$ 6,655	\$ 7,025	\$ 7,394	\$ 7,764
SH Head B/G Track	0.16	0.17	0.18	0.19	0.20	0.21	\$ 5,916	\$ 6,285	\$ 6,655	\$ 7,025	\$ 7,394	\$ 7,764
SH Head Volleyball	0.16	0.17	0.18	0.19	0.20	0.21	\$ 5,916	\$ 6,285	\$ 6,655	\$ 7,025	\$ 7,394	\$ 7,764
SH Head Wrestling	0.16	0.17	0.18	0.19	0.20	0.21	\$ 5,916	\$ 6,285	\$ 6,655	\$ 7,025	\$ 7,394	\$ 7,764
SH Instrumental Music	0.16	0.17	0.18	0.19	0.20	0.21	\$ 5,916	\$ 6,285	\$ 6,655	\$ 7,025	\$ 7,394	\$ 7,764
SH Vocal Music	0.16	0.17	0.18	0.19	0.20	0.21	\$ 5,916	\$ 6,285	\$ 6,655	\$ 7,025	\$ 7,394	\$ 7,764
SH Head Drama	0.16	0.17	0.18	0.19	0.20	0.21	\$ 5,916	\$ 6,285	\$ 6,655	\$ 7,025	\$ 7,394	\$ 7,764
SH Head Debate/Speech	0.16	0.17	0.18	0.19	0.20	0.21	\$ 5,916	\$ 6,285	\$ 6,655	\$ 7,025	\$ 7,394	\$ 7,764
FFA	0.16	0.17	0.18	0.19	0.20	0.21	\$ 5,916	\$ 6,285	\$ 6,655	\$ 7,025	\$ 7,394	\$ 7,764
Extra-Duty #3	1 to 5	6 to 10	11 to 15	16 to 19	20 to 24	25 to 28	1 to 5	6 to 10	11 to 15	16 to 19	20 to 24	25 to 28
SH Head B/G Cross Country	0.14	0.15	0.16	0.17	0.18	0.19	\$ 5,176	\$ 5,546	\$ 5,916	\$ 6,285	\$ 6,655	\$ 7,025
SH Head B/G Golf	0.14	0.15	0.16	0.17	0.18	0.19	\$ 5,176	\$ 5,546	\$ 5,916	\$ 6,285	\$ 6,655	\$ 7,025
SH Head B/G Tennis	0.14	0.15	0.16	0.17	0.18	0.19	\$ 5,176	\$ 5,546	\$ 5,916	\$ 6,285	\$ 6,655	\$ 7,025
SH Asst. B/G Basketball	0.14	0.15	0.16	0.17	0.18	0.19	\$ 5,176	\$ 5,546	\$ 5,916	\$ 6,285	\$ 6,655	\$ 7,025
SH Asst. Football	0.14	0.15	0.16	0.17	0.18	0.19	\$ 5,176	\$ 5,546	\$ 5,916	\$ 6,285	\$ 6,655	\$ 7,025
Extra-Duty #4	1 to 5	6 to 10	11 to 15	16 to 19	20 to 24	25 to 28	1 to 5	6 to 10	Level 3	Level 4	Level 5	Level 6
Head 9th Coach	0.12	0.13	0.14	0.15	0.16	0.17	\$ 4,437	\$ 4,806	\$ 5,176	\$ 5,546	\$ 5,916	\$ 6,285
SH Asst. Baseball	0.12	0.13	0.14	0.15	0.16	0.17	\$ 4,437	\$ 4,806	\$ 5,176	\$ 5,546	\$ 5,916	\$ 6,285
SH Asst. B/G Soccer	0.12	0.13	0.14	0.15	0.16	0.17	\$ 4,437	\$ 4,806	\$ 5,176	\$ 5,546	\$ 5,916	\$ 6,285
SH Asst. Softball	0.12	0.13	0.14	0.15	0.16	0.17	\$ 4,437	\$ 4,806	\$ 5,176	\$ 5,546	\$ 5,916	\$ 6,285
SH Asst. Swimming	0.12	0.13	0.14	0.15	0.16	0.17	\$ 4,437	\$ 4,806	\$ 5,176	\$ 5,546	\$ 5,916	\$ 6,285
SH Asst. B/G Track	0.12	0.13	0.14	0.15	0.16	0.17	\$ 4,437	\$ 4,806	\$ 5,176	\$ 5,546	\$ 5,916	\$ 6,285
SH Asst. Volleyball	0.12	0.13	0.14	0.15	0.16	0.17	\$ 4,437	\$ 4,806	\$ 5,176	\$ 5,546	\$ 5,916	\$ 6,285
SH Asst. Wrestling	0.12	0.13	0.14	0.15	0.16	0.17	\$ 4,437	\$ 4,806	\$ 5,176	\$ 5,546	\$ 5,916	\$ 6,285
SH Asst. Instrumental Music	0.12	0.13	0.14	0.15	0.16	0.17	\$ 4,437	\$ 4,806	\$ 5,176	\$ 5,546	\$ 5,916	\$ 6,285
Orchestra	0.12	0.13	0.14	0.15	0.16	0.17	\$ 4,437	\$ 4,806	\$ 5,176	\$ 5,546	\$ 5,916	\$ 6,285
SH Asst. Speech/Debate	0.12	0.13	0.14	0.15	0.16	0.17	\$ 4,437	\$ 4,806	\$ 5,176	\$ 5,546	\$ 5,916	\$ 6,285
SH Publications	0.12	0.13	0.14	0.15	0.16	0.17	\$ 4,437	\$ 4,806	\$ 5,176	\$ 5,546	\$ 5,916	\$ 6,285
Extra-Duty #5	1 to 5	6 to 10	11 to 15	16 to 19	20 to 24	25 to 28	1 to 5	6 to 10	11 to 15	16 to 19	20 to 24	25 to 28
SH Asst. B/G Cross Country	0.10	0.11	0.12	0.13	0.14	0.15	\$ 3,697	\$ 4,067	\$ 4,437	\$ 4,806	\$ 5,176	\$ 5,546
SH Asst. B/G Tennis	0.10	0.11	0.12	0.13	0.14	0.15	\$ 3,697	\$ 4,067	\$ 4,437	\$ 4,806	\$ 5,176	\$ 5,546
Extra-Duty #6	1 to 5	6 to 10	Level 3	Level 4	Level 5	Level 6	Level 1	Level 2	Level 3	Level 4	Level 5	Level 6
Asst. 9th Coach	0.09	0.10	0.11	0.12	0.13	0.14	\$ 3,327	\$ 3,697	\$ 4,067	\$ 4,437	\$ 4,806	\$ 5,176
JH Instrumental Music	0.09	0.10	0.11	0.12	0.13	0.14	\$ 3,327	\$ 3,697	\$ 4,067	\$ 4,437	\$ 4,806	\$ 5,176
MS Instrumental Music	0.09	0.10	0.11	0.12	0.13	0.14	\$ 3,327	\$ 3,697	\$ 4,067	\$ 4,437	\$ 4,806	\$ 5,176
SH Weight Room Coordinator	0.09	0.10	0.11	0.12	0.13	0.14	\$ 3,327	\$ 3,697	\$ 4,067	\$ 4,437	\$ 4,806	\$ 5,176
SH Cheerleaders	0.09	0.10	0.11	0.12	0.13	0.14	\$ 3,327	\$ 3,697	\$ 4,067	\$ 4,437	\$ 4,806	\$ 5,176
SH Asst. Drama	0.09	0.10	0.11	0.12	0.13	0.14	\$ 3,327	\$ 3,697	\$ 4,067	\$ 4,437	\$ 4,806	\$ 5,176
SH Technical Director	0.09	0.10	0.11	0.12	0.13	0.14	\$ 3,327	\$ 3,697	\$ 4,067	\$ 4,437	\$ 4,806	\$ 5,176
SH Pink Panthers	0.09	0.10	0.11	0.12	0.13	0.14	\$ 3,327	\$ 3,697	\$ 4,067	\$ 4,437	\$ 4,806	\$ 5,176

	Level 1	Level 2	Level 3	Level 4	Level 5	Level 6	Level 1	Level 2	Level 3	Level 4	Level 5	Level 6
Extra-Duty #7	1 to 5	6 to 10	11 to 15	16 to 19	20 to 24	25 to 28	1 to 5	6 to 10	11 to 15	16 to 19	20 to 24	25 to 28
MS/JH Head Coach	0.08	0.09	0.10	0.11	0.12	0.13	\$ 2,958	\$ 3,327	\$ 3,697	\$ 4,067	\$ 4,437	\$ 4,806
Extra-Duty #8	1 to 5	6 to 10	11 to 15	16 to 19	20 to 24	25 to 28	1 to 5	6 to 10	11 to 15	16 to 19	20 to 24	25 to 28
MS/JH Asst. Coach	0.07	0.08	0.09	0.10	0.11	0.12	\$ 2,538	\$ 2,958	\$ 3,327	\$ 3,697	\$ 4,067	\$ 4,437
Extra-Duty #9	1 to 5	6 to 10	11 to 15	16 to 19	20 to 24	25 to 28	1 to 5	6 to 10	11 to 15	16 to 19	20 to 24	25 to 28
SH Flags	0.05	0.06	0.07	0.08	0.09	0.10	\$ 1,849	\$ 2,218	\$ 2,588	\$ 2,958	\$ 3,327	\$ 3,697
SH Academic Challenge	0.05	0.06	0.07	0.08	0.09	0.10	\$ 1,849	\$ 2,218	\$ 2,588	\$ 2,958	\$ 3,327	\$ 3,697
SH Mock Trial	0.05	0.06	0.07	0.08	0.09	0.10	\$ 1,849	\$ 2,218	\$ 2,588	\$ 2,958	\$ 3,327	\$ 3,697
JH Vocal Music	0.05	0.06	0.07	0.08	0.09	0.10	\$ 1,849	\$ 2,218	\$ 2,588	\$ 2,958	\$ 3,327	\$ 3,697
Extra-Duty #10	1 to 5	6 to 10	11 to 15	16 to 19	20 to 24	25 to 28	1 to 5	6 to 10	11 to 15	16 to 19	20 to 24	25 to 28
JH Academic Challenge	0.04	0.05	0.06	0.07	0.08	0.09	\$ 1,479	\$ 1,849	\$ 2,218	\$ 2,588	\$ 2,958	\$ 3,327
SH Weight Room Supervisor	0.04	0.05	0.06	0.07	0.08	0.09	\$ 1,479	\$ 1,849	\$ 2,218	\$ 2,588	\$ 2,958	\$ 3,327
DECA	0.04	0.05	0.06				\$ 1,479	\$ 1,849	\$ 2,218			
FBLA	0.04	0.05	0.06				\$ 1,479	\$ 1,849	\$ 2,218			
JH/SH Student Council	0.04	0.05	0.06				\$ 1,479	\$ 1,849	\$ 2,218			
Skills USA	0.04	0.05	0.06				\$ 1,479	\$ 1,849	\$ 2,218			
Intramural	0.04	0.05	0.06				\$ 1,479	\$ 1,849	\$ 2,218			
Unified Bowling	0.04	0.05	0.06				\$ 1,479	\$ 1,849	\$ 2,218			
National Honor Society	0.04	0.05	0.06				\$ 1,479	\$ 1,849	\$ 2,218			
HOSA	0.04	0.05	0.06				\$ 1,479	\$ 1,849	\$ 2,218			