

Appendix A-1

**NORFOLK PUBLIC SCHOOLS
2022-2023 Salary Schedule**

\$ 37,807

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

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	K MA+MA/EDS	L PHD
1	\$ 37,807 1.000	\$ 39,508 1.045	\$ 41,210 1.090	\$ 42,911 1.135	\$ 44,612 1.180	\$ 46,314 1.225	\$ 48,015 1.270	\$ 49,716 1.315	\$ 51,418 1.360	\$ 53,119 1.405	\$ 54,820 1.450	\$ 56,521 1.495
2	\$ 39,508 1.045	\$ 41,210 1.090	\$ 42,911 1.135	\$ 44,612 1.180	\$ 46,314 1.225	\$ 48,015 1.270	\$ 49,716 1.315	\$ 51,418 1.360	\$ 53,119 1.405	\$ 54,820 1.450	\$ 56,521 1.495	\$ 58,223 1.540
3	\$ 41,210 1.090	\$ 42,911 1.135	\$ 44,612 1.180	\$ 46,314 1.225	\$ 48,015 1.270	\$ 49,716 1.315	\$ 51,418 1.360	\$ 53,119 1.405	\$ 54,820 1.450	\$ 56,521 1.495	\$ 58,223 1.540	\$ 59,924 1.585
4	\$ 42,911 1.135	\$ 44,612 1.180	\$ 46,314 1.225	\$ 48,015 1.270	\$ 49,716 1.315	\$ 51,418 1.360	\$ 53,119 1.405	\$ 54,820 1.450	\$ 56,521 1.495	\$ 58,223 1.540	\$ 59,924 1.585	\$ 61,625 1.630
5	\$ 44,612 1.180	\$ 46,314 1.225	\$ 48,015 1.270	\$ 49,716 1.315	\$ 51,418 1.360	\$ 53,119 1.405	\$ 54,820 1.450	\$ 56,521 1.495	\$ 58,223 1.540	\$ 59,924 1.585	\$ 61,625 1.630	\$ 63,327 1.675
6	\$ 46,314 1.225	\$ 48,015 1.270	\$ 49,716 1.315	\$ 51,418 1.360	\$ 53,119 1.405	\$ 54,820 1.450	\$ 56,521 1.495	\$ 58,223 1.540	\$ 59,924 1.585	\$ 61,625 1.630	\$ 63,327 1.675	\$ 65,028 1.720
7		\$ 49,716 1.315	\$ 51,418 1.360	\$ 53,119 1.405	\$ 54,820 1.450	\$ 56,521 1.495	\$ 58,223 1.540	\$ 59,924 1.585	\$ 61,625 1.630	\$ 63,327 1.675	\$ 65,028 1.720	\$ 66,729 1.765
8			\$ 53,119 1.405	\$ 54,820 1.450	\$ 56,521 1.495	\$ 58,223 1.540	\$ 59,924 1.585	\$ 61,625 1.630	\$ 63,327 1.675	\$ 65,028 1.720	\$ 66,729 1.765	\$ 68,431 1.810
9				\$ 56,521 1.495	\$ 58,412 1.545	\$ 60,113 1.590	\$ 61,814 1.635	\$ 63,516 1.680	\$ 65,217 1.725	\$ 66,918 1.770	\$ 68,620 1.815	\$ 70,321 1.860
10					\$ 60,302 1.595	\$ 62,003 1.640	\$ 63,705 1.685	\$ 65,406 1.730	\$ 67,107 1.775	\$ 68,809 1.820	\$ 70,510 1.865	\$ 72,211 1.910
11						\$ 62,193 1.645	\$ 63,894 1.690	\$ 65,595 1.735	\$ 67,296 1.780	\$ 68,998 1.825	\$ 70,699 1.870	\$ 72,400 1.915
12							\$ 65,784 1.740	\$ 67,485 1.785	\$ 69,187 1.830	\$ 70,888 1.875	\$ 72,589 1.920	\$ 74,291 1.965
13								\$ 69,376 1.835	\$ 71,077 1.880	\$ 72,778 1.925	\$ 74,480 1.970	\$ 76,181 2.015
14									\$ 72,968 1.930	\$ 74,669 1.975	\$ 76,370 2.020	\$ 78,071 2.065
15										\$ 76,559 2.025	\$ 78,260 2.070	\$ 79,962 2.115

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