HANOVER COUNTY PUBLIC SCHOOLS
FY 2023-2024 Operating Budget
Full-Time Teacher Salary Scale
10 Month Contract

| STEP | BACHELOR | BACHELOR + 15 | MASTERS | DOCTORAL |
| :---: | :---: | :---: | :---: | :---: |
| 00 | \$50,300 | \$51,809 | \$53,318 | \$54,827 |
| 01 | \$51,527 | \$53,073 | \$54,619 | \$56,165 |
| 02 | \$52,784 | \$54,367 | \$55,951 | \$57,534 |
| 03 | \$53,177 | \$54,772 | \$56,368 | \$57,963 |
| 04 | \$53,570 | \$55,177 | \$56,785 | \$58,392 |
| 05 | \$53,964 | \$55,583 | \$57,202 | \$58,821 |
| 06 | \$54,357 | \$55,988 | \$57,619 | \$59,249 |
| 07 | \$54,750 | \$56,393 | \$58,035 | \$59,678 |
| 08 | \$55,144 | \$56,798 | \$58,452 | \$60,106 |
| 09 | \$55,582 | \$57,249 | \$58,917 | \$60,584 |
| 10 | \$56,132 | \$57,816 | \$59,500 | \$61,184 |
| 11 | \$56,525 | \$58,221 | \$59,917 | \$61,613 |
| 12 | \$56,918 | \$58,626 | \$60,334 | \$62,041 |
| 13 | \$57,311 | \$59,031 | \$60,750 | \$62,469 |
| 14 | \$57,705 | \$59,436 | \$61,167 | \$62,898 |
| 15 | \$58,098 | \$59,841 | \$61,584 | \$63,327 |
| 16 | \$58,491 | \$60,245 | \$62,000 | \$63,755 |
| 17 | \$58,884 | \$60,650 | \$62,417 | \$64,183 |
| 18 | \$59,278 | \$61,056 | \$62,834 | \$64,613 |
| 19 | \$59,671 | \$61,461 | \$63,251 | \$65,041 |
| 20 | \$60,064 | \$61,866 | \$63,668 | \$65,470 |
| 21 | \$60,457 | \$62,271 | \$64,085 | \$65,899 |
| 22 | \$60,851 | \$62,677 | \$64,502 | \$66,328 |
| 23 | \$61,245 | \$63,082 | \$64,920 | \$66,757 |
| 24 | \$61,638 | \$63,487 | \$65,337 | \$67,186 |
| 25 | \$62,032 | \$63,893 | \$65,754 | \$67,615 |
| 26 | \$62,425 | \$64,297 | \$66,170 | \$68,043 |
| 27 | \$62,818 | \$64,702 | \$66,587 | \$68,471 |
| 28 | \$63,211 | \$65,107 | \$67,003 | \$68,900 |
| 29 | \$63,711 | \$65,622 | \$67,534 | \$69,445 |
| 30 | \$64,540 | \$66,477 | \$68,413 | \$70,349 |
| 31 | \$65,767 | \$67,740 | \$69,713 | \$71,686 |
| 32 | \$67,065 | \$69,077 | \$71,088 | \$73,100 |
| 33 | \$68,286 | \$70,335 | \$72,383 | \$74,432 |
| 34 | \$69,584 | \$71,672 | \$73,759 | \$75,847 |
| 35 | \$70,908 | \$73,035 | \$75,163 | \$77,290 |
| 36 | \$72,255 | \$74,423 | \$76,591 | \$78,758 |
| 37 | \$73,629 | \$75,838 | \$78,047 | \$80,256 |
| 38 | \$75,027 | \$77,278 | \$79,529 | \$81,780 |
| 39 | \$76,452 | \$78,746 | \$81,039 | \$83,333 |
| 40 | \$77,907 | \$80,244 | \$82,581 | \$84,918 |
| 41* | \$79,434 | \$81,817 | \$84,200 | \$86,583 |

This is a placement scale for positions on the teacher salary scale for 2023-2024 school year.
** This scale applies ONLY for teachers qualifying for VRS benefits. Compensation for teachers not qualifying for VRS will be $5 \%$ less than the salaries reflected above for each step.

| HANOVER COUNTY PUBLIC SCHOOLS FY 2023-24 Teacher Salary Scale |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| 217 Days |  |  |  |  | 228 Days |  |  |  | 239 Days |  |  |  | 261 Days |  |  |  |
| Step | Bachelors | Bachelors+ $15$ | Masters | Doctorate | Bachelors | $\begin{gathered} \text { Bachelors+ } \\ 15 \end{gathered}$ | Masters | Doctorate | Bachelors | $\begin{gathered} \text { Bachelors+ } \\ 15 \end{gathered}$ | Masters | Doctorate | Bachelors | chelors+ 15 | Masters | Doctorate |
| 00 | \$50,300 | \$51,809 | \$53,318 | \$54,827 | \$52,850 | \$54,435 | \$56,021 | \$57,606 | \$55,399 | \$57,061 | \$58,723 | \$60,385 | \$60,499 | \$62,314 | \$64,129 | \$65,944 |
| 01 | \$51,527 | \$53,073 | \$54,619 | \$56,165 | \$54,139 | \$55,763 | \$57,387 | \$59,012 | \$56,751 | \$58,454 | \$60,156 | \$61,859 | \$61,975 | \$63,834 | \$65,693 | \$67,553 |
| 02 | \$52,784 | \$54,367 | \$55,951 | \$57,534 | \$55,460 | \$57,123 | \$58,787 | \$60,451 | \$58,135 | \$59,879 | \$61,623 | \$63,367 | \$63,487 | \$65,391 | \$67,296 | \$69,200 |
| 03 | \$53,177 | \$54,772 | \$56,368 | \$57,963 | \$55,873 | \$57,549 | \$59,225 | \$60,901 | \$58,568 | \$60,325 | \$62,082 | \$63,839 | \$63,960 | \$65,878 | \$67,797 | \$69,716 |
| 04 | \$53,570 | \$55,177 | \$56,785 | \$58,392 | \$56,286 | \$57,974 | \$59,663 | \$61,352 | \$59,001 | \$60,771 | \$62,541 | \$64,312 | \$64,432 | \$66,365 | \$68,298 | \$70,231 |
| 05 | \$53,964 | \$55,583 | \$57,202 | \$58,821 | \$56,700 | \$58,401 | \$60,102 | \$61,803 | \$59,435 | \$61,218 | \$63,001 | \$64,784 | \$64,906 | \$66,853 | \$68,800 | \$70,748 |
| 06 | \$54,357 | \$55,988 | \$57,619 | \$59,249 | \$57,113 | \$58,826 | \$60,539 | \$62,253 | \$59,868 | \$61,664 | \$63,460 | \$65,256 | \$65,379 | \$67,340 | \$69,302 | \$71,263 |
| 07 | \$54,750 | \$56,393 | \$58,035 | \$59,678 | \$57,525 | \$59,251 | \$60,977 | \$62,703 | \$60,301 | \$62,110 | \$63,919 | \$65,728 | \$65,851 | \$67,827 | \$69,802 | \$71,778 |
| 08 | \$55,144 | \$56,798 | \$58,452 | \$60,106 | \$57,939 | \$59,677 | \$61,415 | \$63,153 | \$60,734 | \$62,556 | \$64,378 | \$66,200 | \$66,325 | \$68,314 | \$70,304 | \$72,294 |
| 09 | \$55,582 | \$57,249 | \$58,917 | \$60,584 | \$58,399 | \$60,151 | \$61,903 | \$63,655 | \$61,217 | \$63,053 | \$64,890 | \$66,726 | \$66,852 | \$68,857 | \$70,863 | \$72,868 |
| 10 | \$56,132 | \$57,816 | \$59,500 | \$61,184 | \$58,977 | \$60,747 | \$62,516 | \$64,285 | \$61,823 | \$63,678 | \$65,532 | \$67,387 | \$67,514 | \$69,539 | \$71,564 | \$73,590 |
| 11 | \$56,525 | \$58,221 | \$59,917 | \$61,613 | \$59,391 | \$61,172 | \$62,954 | \$64,736 | \$62,256 | \$64,124 | \$65,991 | \$67,859 | \$67,987 | \$70,026 | \$72,066 | \$74,105 |
| 12 | \$56,918 | \$58,626 | \$60,334 | \$62,041 | \$59,804 | \$61,598 | \$63,392 | \$65,186 | \$62,689 | \$64,570 | \$66,450 | \$68,331 | \$68,460 | \$70,513 | \$72,567 | \$74,621 |
| 13 | \$57,311 | \$59,031 | \$60,750 | \$62,469 | \$60,217 | \$62,023 | \$63,830 | \$65,636 | \$63,122 | \$65,015 | \$66,909 | \$68,803 | \$68,932 | \$71,000 | \$73,068 | \$75,136 |
| 14 | \$57,705 | \$59,436 | \$61,167 | \$62,898 | \$60,630 | \$62,449 | \$64,267 | \$66,086 | \$63,555 | \$65,461 | \$67,368 | \$69,275 | \$69,405 | \$71,487 | \$73,569 | \$75,651 |
| 15 | \$58,098 | \$59,841 | \$61,584 | \$63,327 | \$61,043 | \$62,874 | \$64,705 | \$66,537 | \$63,988 | \$65,908 | \$67,827 | \$69,747 | \$69,878 | \$71,974 | \$74,071 | \$76,167 |
| 16 | \$58,491 | \$60,245 | \$62,000 | \$63,755 | \$61,456 | \$63,299 | \$65,143 | \$66,987 | \$64,420 | \$66,353 | \$68,286 | \$70,218 | \$70,350 | \$72,461 | \$74,571 | \$76,682 |
| 17 | \$58,884 | \$60,650 | \$62,417 | \$64,183 | \$61,869 | \$63,725 | \$65,581 | \$67,437 | \$64,854 | \$66,799 | \$68,745 | \$70,691 | \$70,824 | \$72,948 | \$75,073 | \$77,198 |
| 18 | \$59,278 | \$61,056 | \$62,834 | \$64,613 | \$62,282 | \$64,151 | \$66,019 | \$67,888 | \$65,287 | \$67,246 | \$69,205 | \$71,163 | \$71,297 | \$73,436 | \$75,575 | \$77,714 |
| 19 | \$59,671 | \$61,461 | \$63,251 | \$65,041 | \$62,695 | \$64,576 | \$66,457 | \$68,338 | \$65,720 | \$67,692 | \$69,663 | \$71,635 | \$71,770 | \$73,923 | \$76,076 | \$78,229 |
| 20 | \$60,064 | \$61,866 | \$63,668 | \$65,470 | \$63,108 | \$65,002 | \$66,895 | \$68,788 | \$66,153 | \$68,138 | \$70,122 | \$72,107 | \$72,243 | \$74,410 | \$76,577 | \$78,744 |
| 21 | \$60,457 | \$62,271 | \$64,085 | \$65,899 | \$63,522 | \$65,428 | \$67,333 | \$69,239 | \$66,587 | \$68,584 | \$70,582 | \$72,580 | \$72,716 | \$74,898 | \$77,079 | \$79,261 |
| 22 | \$60,851 | \$62,677 | \$64,502 | \$66,328 | \$63,936 | \$65,854 | \$67,772 | \$69,690 | \$67,020 | \$69,031 | \$71,042 | \$73,052 | \$73,190 | \$75,385 | \$77,581 | \$79,777 |
| 23 | \$61,245 | \$63,082 | \$64,920 | \$66,757 | \$64,349 | \$66,280 | \$68,210 | \$70,141 | \$67,454 | \$69,478 | \$71,501 | \$73,525 | \$73,663 | \$75,873 | \$78,083 | \$80,293 |
| 24 | \$61,638 | \$63,487 | \$65,337 | \$67,186 | \$64,763 | \$66,706 | \$68,649 | \$70,591 | \$67,887 | \$69,924 | \$71,961 | \$73,997 | \$74,136 | \$76,360 | \$78,584 | \$80,809 |
| 25 | \$62,032 | \$63,893 | \$65,754 | \$67,615 | \$65,176 | \$67,132 | \$69,087 | \$71,042 | \$68,321 | \$70,370 | \$72,420 | \$74,470 | \$74,610 | \$76,848 | \$79,086 | \$81,325 |
| 26 | \$62,425 | \$64,297 | \$66,170 | \$68,043 | \$65,589 | \$67,557 | \$69,524 | \$71,492 | \$68,753 | \$70,816 | \$72,879 | \$74,941 | \$75,082 | \$77,335 | \$79,587 | \$81,840 |
| 27 | \$62,818 | \$64,702 | \$66,587 | \$68,471 | \$66,002 | \$67,982 | \$69,962 | \$71,942 | \$69,186 | \$71,262 | \$73,337 | \$75,413 | \$75,555 | \$77,821 | \$80,088 | \$82,355 |
| 28 | \$63,211 | \$65,107 | \$67,003 | \$68,900 | \$66,415 | \$68,407 | \$70,400 | \$72,392 | \$69,619 | \$71,708 | \$73,796 | \$75,885 | \$76,028 | \$78,309 | \$80,589 | \$82,870 |
| 29 | \$63,711 | \$65,622 | \$67,534 | \$69,445 | \$66,941 | \$68,949 | \$70,957 | \$72,965 | \$70,170 | \$72,275 | \$74,380 | \$76,486 | \$76,629 | \$78,928 | \$81,227 | \$83,526 |
| 30 | \$64,540 | \$66,477 | \$68,413 | \$70,349 | \$67,812 | \$69,846 | \$71,881 | \$73,915 | \$71,084 | \$73,216 | \$75,349 | \$77,481 | \$77,627 | \$79,956 | \$82,285 | \$84,613 |
| 31 | \$65,767 | \$67,740 | \$69,713 | \$71,686 | \$69,101 | \$71,174 | \$73,247 | \$75,320 | \$72,434 | \$74,608 | \$76,781 | \$78,954 | \$79,102 | \$81,475 | \$83,848 | \$86,221 |
| 32 | \$67,065 | \$69,077 | \$71,088 | \$73,100 | \$70,464 | \$72,578 | \$74,692 | \$76,806 | \$73,864 | \$76,080 | \$78,296 | \$80,511 | \$80,663 | \$83,083 | \$85,503 | \$87,923 |
| 33 | \$68,286 | \$70,335 | \$72,383 | \$74,432 | \$71,748 | \$73,900 | \$76,053 | \$78,205 | \$75,209 | \$77,466 | \$79,722 | \$81,978 | \$82,132 | \$84,596 | \$87,060 | \$89,524 |
| 34 | \$69,584 | \$71,672 | \$73,759 | \$75,847 | \$73,111 | \$75,305 | \$77,498 | \$79,691 | \$76,639 | \$78,938 | \$81,237 | \$83,536 | \$83,693 | \$86,204 | \$88,715 | \$91,226 |
| 35 | \$70,908 | \$73,035 | \$75,163 | \$77,290 | \$74,502 | \$76,738 | \$78,973 | \$81,208 | \$78,097 | \$80,440 | \$82,783 | \$85,126 | \$85,286 | \$87,844 | \$90,403 | \$92,961 |
| 36 | \$72,255 | \$74,423 | \$76,591 | \$78,758 | \$75,918 | \$78,196 | \$80,473 | \$82,751 | \$79,581 | \$81,968 | \$84,356 | \$86,743 | \$86,906 | \$89,513 | \$92,121 | \$94,728 |
| 37 | \$73,629 | \$75,838 | \$78,047 | \$80,256 | \$77,361 | \$79,682 | \$82,003 | \$84,324 | \$81,094 | \$83,527 | \$85,959 | \$88,392 | \$88,558 | \$91,215 | \$93,872 | \$96,529 |
| 38 | \$75,027 | \$77,278 | \$79,529 | \$81,780 | \$78,831 | \$81,196 | \$83,561 | \$85,925 | \$82,634 | \$85,113 | \$87,592 | \$90,071 | \$90,240 | \$92,948 | \$95,655 | \$98,362 |
| 39 | \$76,452 | \$78,746 | \$81,039 | \$83,333 | \$80,328 | \$82,738 | \$85,147 | \$87,557 | \$84,203 | \$86,729 | \$89,255 | \$91,782 | \$91,954 | \$94,713 | \$97,471 | \$100,230 |
| 40 | \$77,907 | \$80,244 | \$82,581 | \$84,918 | \$81,856 | \$84,311 | \$86,767 | \$89,223 | \$85,805 | \$88,379 | \$90,953 | \$93,527 | \$93,703 | \$96,514 | \$99,326 | \$102,137 |
| 41 | \$79,434 | \$81,817 | \$84,200 | \$86,583 | \$83,460 | \$85,964 | \$88,468 | \$90,972 | \$87,487 | \$90,112 | \$92,736 | \$95,361 | \$95,540 | \$98,406 | \$101,273 | \$104,139 |

