

Appendix A-1

**NORFOLK PUBLIC SCHOOLS  
2024-2025 Salary Schedule**

**\$ 39,457**

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	\$ 39,457 1.000	\$ 41,233 1.045	\$ 43,008 1.090	\$ 44,784 1.135	\$ 46,559 1.180	\$ 48,335 1.225	\$ 50,110 1.270	\$ 51,886 1.315	\$ 53,662 1.360	\$ 55,437 1.405	\$ 57,213 1.450	\$ 58,988 1.495
2	\$ 41,233 1.045	\$ 43,008 1.090	\$ 44,784 1.135	\$ 46,559 1.180	\$ 48,335 1.225	\$ 50,110 1.270	\$ 51,886 1.315	\$ 53,662 1.360	\$ 55,437 1.405	\$ 57,213 1.450	\$ 58,988 1.495	\$ 60,764 1.540
3	\$ 43,008 1.090	\$ 44,784 1.135	\$ 46,559 1.180	\$ 48,335 1.225	\$ 50,110 1.270	\$ 51,886 1.315	\$ 53,662 1.360	\$ 55,437 1.405	\$ 57,213 1.450	\$ 58,988 1.495	\$ 60,764 1.540	\$ 62,539 1.585
4	\$ 44,784 1.135	\$ 46,559 1.180	\$ 48,335 1.225	\$ 50,110 1.270	\$ 51,886 1.315	\$ 53,662 1.360	\$ 55,437 1.405	\$ 57,213 1.450	\$ 58,988 1.495	\$ 60,764 1.540	\$ 62,539 1.585	\$ 64,315 1.630
5	\$ 46,559 1.180	\$ 48,335 1.225	\$ 50,110 1.270	\$ 51,886 1.315	\$ 53,662 1.360	\$ 55,437 1.405	\$ 57,213 1.450	\$ 58,988 1.495	\$ 60,764 1.540	\$ 62,539 1.585	\$ 64,315 1.630	\$ 66,090 1.675
6	\$ 48,335 1.225	\$ 50,110 1.270	\$ 51,886 1.315	\$ 53,662 1.360	\$ 55,437 1.405	\$ 57,213 1.450	\$ 58,988 1.495	\$ 60,764 1.540	\$ 62,539 1.585	\$ 64,315 1.630	\$ 66,090 1.675	\$ 67,866 1.720
7	\$ 50,110 1.270	\$ 51,886 1.315	\$ 53,662 1.360	\$ 55,437 1.405	\$ 57,213 1.450	\$ 58,988 1.495	\$ 60,764 1.540	\$ 62,539 1.585	\$ 64,315 1.630	\$ 66,090 1.675	\$ 67,866 1.720	\$ 69,642 1.765
8	\$ 51,886 1.315	\$ 53,662 1.360	\$ 55,437 1.405	\$ 57,213 1.450	\$ 58,988 1.495	\$ 60,764 1.540	\$ 62,539 1.585	\$ 64,315 1.630	\$ 66,090 1.675	\$ 67,866 1.720	\$ 69,642 1.765	\$ 71,417 1.810
9		\$ 55,437 1.405	\$ 57,213 1.450	\$ 58,988 1.495	\$ 60,961 1.545	\$ 62,737 1.590	\$ 64,512 1.635	\$ 66,288 1.680	\$ 68,063 1.725	\$ 69,839 1.770	\$ 71,614 1.815	\$ 73,390 1.860
10			\$ 58,988 1.495	\$ 60,764 1.540	\$ 62,934 1.595	\$ 64,709 1.640	\$ 66,485 1.685	\$ 68,261 1.730	\$ 70,036 1.775	\$ 71,812 1.820	\$ 73,587 1.865	\$ 75,363 1.910
11					\$ 64,907 1.645	\$ 66,682 1.690	\$ 68,458 1.735	\$ 70,233 1.780	\$ 72,009 1.825	\$ 73,785 1.870	\$ 75,560 1.915	\$ 77,336 1.960
12						\$ 68,655 1.740	\$ 70,431 1.785	\$ 72,206 1.830	\$ 73,982 1.875	\$ 75,757 1.920	\$ 77,533 1.965	\$ 79,309 2.010
13							\$ 72,404 1.835	\$ 74,179 1.880	\$ 75,955 1.925	\$ 77,730 1.970	\$ 79,506 2.015	\$ 81,281 2.060
14								\$ 76,152 1.930	\$ 77,928 1.975	\$ 79,703 2.020	\$ 81,479 2.065	\$ 83,254 2.110
15									\$ 79,900 2.025	\$ 81,676 2.070	\$ 83,452 2.115	\$ 85,227 2.160

New certificated staff entering the District who are eligible for initial placement on the BA column and are a first year staff member or has one year previous experience will be placed on BA Step 3. The staff member will remain on Step 3 until they are eligible to move to Step 4.

New certificated staff entering the District who are not placed at BA Step 3 are eligible for placement in all other columns and Steps on the salary schedule based upon their experience and education. New certificated staff entering the District are not eligible for longevity in their first year.