

Appendix A-1

NORFOLK PUBLIC SCHOOLS

2026-2027 Salary Schedule \$ 44,045

Vertical: 4% of Base (4.5% on Steps 9 and up on M.A. through PHD)

Horizontal: 4% 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/ED \$	L PHD
1	\$ 44,045 1.000	\$ 45,807 1.040	\$ 47,569 1.080	\$ 49,330 1.120	\$ 51,092 1.160	\$ 52,854 1.200	\$ 54,616 1.240	\$ 56,378 1.280	\$ 58,139 1.320	\$ 59,901 1.360	\$ 61,663 1.400	\$ 63,425 1.440
2	\$ 45,807 1.040	\$ 47,569 1.080	\$ 49,330 1.120	\$ 51,092 1.160	\$ 52,854 1.200	\$ 54,616 1.240	\$ 56,378 1.280	\$ 58,139 1.320	\$ 59,901 1.360	\$ 61,663 1.400	\$ 63,425 1.440	\$ 65,187 1.480
3	\$ 47,569 1.080	\$ 49,330 1.120	\$ 51,092 1.160	\$ 52,854 1.200	\$ 54,616 1.240	\$ 56,378 1.280	\$ 58,139 1.320	\$ 59,901 1.360	\$ 61,663 1.400	\$ 63,425 1.440	\$ 65,187 1.480	\$ 66,948 1.520
4	\$ 49,330 1.120	\$ 51,092 1.160	\$ 52,854 1.200	\$ 54,616 1.240	\$ 56,378 1.280	\$ 58,139 1.320	\$ 59,901 1.360	\$ 61,663 1.400	\$ 63,425 1.440	\$ 65,187 1.480	\$ 66,948 1.520	\$ 68,710 1.560
5	\$ 51,092 1.160	\$ 52,854 1.200	\$ 54,616 1.240	\$ 56,378 1.280	\$ 58,139 1.320	\$ 59,901 1.360	\$ 61,663 1.400	\$ 63,425 1.440	\$ 65,187 1.480	\$ 66,948 1.520	\$ 68,710 1.560	\$ 70,472 1.600
6	\$ 52,854 1.200	\$ 54,616 1.240	\$ 56,378 1.280	\$ 58,139 1.320	\$ 59,901 1.360	\$ 61,663 1.400	\$ 63,425 1.440	\$ 65,187 1.480	\$ 66,948 1.520	\$ 68,710 1.560	\$ 70,472 1.600	\$ 72,234 1.640
7	\$ 54,616 1.240	\$ 56,378 1.280	\$ 58,139 1.320	\$ 59,901 1.360	\$ 61,663 1.400	\$ 63,425 1.440	\$ 65,187 1.480	\$ 66,948 1.520	\$ 68,710 1.560	\$ 70,472 1.600	\$ 72,234 1.640	\$ 73,996 1.680
8	\$ 56,378 1.280	\$ 58,139 1.320	\$ 59,901 1.360	\$ 61,663 1.400	\$ 63,425 1.440	\$ 65,187 1.480	\$ 66,948 1.520	\$ 68,710 1.560	\$ 70,472 1.600	\$ 72,234 1.640	\$ 73,996 1.680	\$ 75,757 1.720
9		\$ 59,901 1.360	\$ 61,663 1.400	\$ 63,425 1.440	\$ 65,407 1.485	\$ 67,169 1.525	\$ 68,930 1.565	\$ 70,692 1.605	\$ 72,454 1.645	\$ 74,216 1.685	\$ 75,978 1.725	\$ 77,739 1.765
10			\$ 63,425 1.440	\$ 65,187 1.480	\$ 67,389 1.530	\$ 69,151 1.570	\$ 70,912 1.610	\$ 72,674 1.650	\$ 74,436 1.690	\$ 76,198 1.730	\$ 77,960 1.770	\$ 79,721 1.810
11					\$ 69,371 1.575	\$ 71,133 1.615	\$ 72,894 1.655	\$ 74,656 1.695	\$ 76,418 1.735	\$ 78,180 1.775	\$ 79,942 1.815	\$ 81,703 1.855
12						\$ 73,115 1.660	\$ 74,877 1.700	\$ 76,638 1.740	\$ 78,400 1.780	\$ 80,162 1.820	\$ 81,924 1.860	\$ 83,686 1.900
13							\$ 76,859 1.745	\$ 78,620 1.785	\$ 80,382 1.825	\$ 82,144 1.865	\$ 83,906 1.905	\$ 85,668 1.945
14								\$ 80,602 1.830	\$ 82,364 1.870	\$ 84,126 1.910	\$ 85,888 1.950	\$ 87,650 1.990
15									\$ 84,346 1.915	\$ 86,108 1.955	\$ 87,870 1.995	\$ 89,632 2.035

New certificated staff entering the District are eligible for placement in all 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.