

| Norfolk Public Schools | | | | | |
|---|-------------------------|-----------------------------------|---------------------------------|---|----------------------------------|
| Salary Scales for Teachers | | | | | |
| Effective July 1, 2007 | | | | | |
| 10 Month | | | | | |
| Step | No Degree (Grade 01) | Bachelors Degree (Grade 03) | Masters Degree (Grade 05) | Masters plus 30 hours (Grade 06) | Doctoral Degree (Grade 07) |
| 0 | \$29,744 | \$ 35,027 | \$37,986 | \$39,552 | \$41,269 |
| 1 | \$30,825 | \$ 36,077 | \$39,036 | \$40,602 | \$42,319 |
| 2 | \$31,936 | \$ 37,158 | \$40,117 | \$41,683 | \$43,400 |
| 3 | \$33,088 | \$ 38,269 | \$41,228 | \$42,794 | \$44,511 |
| 4 | \$34,269 | \$ 39,420 | \$42,380 | \$43,945 | \$45,662 |
| 5 | \$25,481 | \$ 40,602 | \$43,561 | \$45,127 | \$46,844 |
| 6 | \$36,734 | \$ 41,814 | \$44,773 | \$46,339 | \$48,056 |
| 7 | \$38,016 | \$ 43,076 | \$46,036 | \$47,601 | \$49,318 |
| 8 | \$39,350 | \$ 44,369 | \$47,329 | \$48,894 | \$50,611 |
| 9 | \$40,713 | \$ 45,692 | \$48,652 | \$50,217 | \$51,934 |
| 10 | \$42,127 | \$ 47,066 | \$50,025 | \$51,591 | \$53,308 |
| 11 | \$43,571 | \$ 48,480 | \$51,439 | \$53,005 | \$54,722 |
| 12 | \$45,066 | \$ 49,934 | \$52,894 | \$54,459 | \$56,176 |
| 13 | \$46,611 | \$ 51,429 | \$54,388 | \$55,954 | \$57,671 |
| 14 | \$48,197 | \$ 52,974 | \$55,934 | \$57,499 | \$59,216 |
| 15 | \$49,823 | \$ 54,560 | \$57,519 | \$59,085 | \$60,802 |
| 16 | \$51,510 | \$ 56,196 | \$59,156 | \$60,721 | \$62,438 |
| 17 | \$53,237 | \$ 57,883 | \$60,842 | \$62,408 | \$64,125 |
| 18 | \$54,834 | \$59,619 | \$62,667 | \$64,280 | \$66,049 |
| Advanced Degree Differentials Reflected in Scales: | | | | | |
| Masters Degree | | | | \$4,480 | |
| Masters + 30 hours | | | | \$6,180 | |
| Doctoral Degree | | | | | |
| Annual salary of 10 1/2-month teachers is 5% greater than 10-month teachers | | | | | |
| Annual salary of 11-month teachers is 10% greater than 10-month teachers | | | | | |
| Annual salary of 12-month teachers is 20% greater than 10-month teachers | | | | | |

| Norfolk Public Schools | | | | | |
|----------------------------|-------------------------|-----------------------------------|---------------------------------|---|----------------------------------|
| Salary Scales for Teachers | | | | | |
| Effective July 1, 2007 | | | | | |
| 10.5 Month | | | | | |
| Step | No Degree (Grade 01) | Bachelors Degree (Grade 03) | Masters Degree (Grade 05) | Masters plus 30 hours (Grade 06) | Doctoral Degree (Grade 07) |
| 0 | \$31,232 | \$ 36,778 | \$39,886 | \$41,529 | \$43,332 |
| 1 | \$32,366 | \$ 37,881 | \$40,989 | \$42,632 | \$44,435 |
| 2 | \$33,533 | \$ 39,016 | \$42,123 | \$43,767 | \$45,570 |
| 3 | \$34,742 | \$ 40,183 | \$43,290 | \$44,934 | \$46,737 |
| 4 | \$35,983 | \$ 41,392 | \$44,499 | \$46,143 | \$47,946 |
| 5 | \$37,256 | \$ 42,632 | \$45,740 | \$47,383 | \$49,186 |
| 6 | \$38,571 | \$ 43,905 | \$47,012 | \$48,656 | \$50,459 |
| 7 | \$39,917 | \$ 45,231 | \$48,338 | \$49,982 | \$51,785 |
| 8 | \$41,317 | \$ 46,588 | \$49,695 | \$51,339 | \$53,142 |
| 9 | \$42,749 | \$ 47,977 | \$51,085 | \$52,728 | \$54,531 |
| 10 | \$44,234 | \$ 49,419 | \$52,527 | \$54,170 | \$55,973 |
| 11 | \$45,750 | \$ 50,904 | \$54,012 | \$55,655 | \$57,458 |
| 12 | \$47,320 | \$ 52,431 | \$55,539 | \$57,182 | \$58,985 |
| 13 | \$48,943 | \$ 54,001 | \$57,108 | \$58,752 | \$60,555 |
| 14 | \$50,607 | \$ 55,624 | \$58,730 | \$60,375 | \$62,178 |
| 15 | \$52,315 | \$ 57,288 | \$60,396 | \$62,039 | \$63,842 |
| 16 | \$54,085 | \$ 59,006 | \$62,114 | \$63,757 | \$65,560 |
| 17 | \$55,899 | \$ 60,778 | \$63,885 | \$65,529 | \$67,332 |
| 18 | \$57,576 | \$ 62,601 | \$65,801 | \$67,494 | \$69,351 |

Norfolk Public Schools
Salary Scales for Teachers
Effective July 1, 2007

11 Month

| Step | No Degree (Grade 01) | Bachelors Degree (Grade 03) | Masters Degree (Grade 05) | Masters plus 30 hours (Grade 06) | Doctoral Degree (Grade 07) |
|------|-------------------------|-----------------------------------|---------------------------------|---|----------------------------------|
| 0 | \$32,719 | \$ 38,529 | \$41,785 | \$43,507 | \$45,395 |
| 1 | \$33,908 | \$ 39,685 | \$42,940 | \$44,662 | \$46,551 |
| 2 | \$35,130 | \$ 40,874 | \$44,129 | \$45,851 | \$47,740 |
| 3 | \$36,396 | \$ 42,096 | \$45,351 | \$47,073 | \$48,962 |
| 4 | \$37,696 | \$ 43,362 | \$46,618 | \$48,340 | \$50,228 |
| 5 | \$39,029 | \$ 44,662 | \$47,917 | \$49,639 | \$51,528 |
| 6 | \$40,407 | \$ 45,995 | \$49,251 | \$50,973 | \$52,861 |
| 7 | \$41,818 | \$ 47,384 | \$50,639 | \$52,361 | \$54,250 |
| 8 | \$43,285 | \$ 48,806 | \$52,061 | \$53,784 | \$55,672 |
| 9 | \$44,784 | \$ 50,262 | \$53,517 | \$55,239 | \$57,128 |
| 10 | \$46,340 | \$ 51,773 | \$55,028 | \$56,750 | \$58,639 |
| 11 | \$47,929 | \$ 53,328 | \$56,583 | \$58,305 | \$60,194 |
| 12 | \$49,573 | \$ 54,928 | \$58,183 | \$59,905 | \$61,794 |
| 13 | \$51,273 | \$ 56,572 | \$59,827 | \$61,549 | \$63,438 |
| 14 | \$53,017 | \$ 58,272 | \$61,527 | \$63,249 | \$65,138 |
| 15 | \$54,806 | \$ 60,016 | \$63,271 | \$64,993 | \$66,882 |
| 16 | \$56,661 | \$ 61,816 | \$65,071 | \$66,793 | \$68,682 |
| 17 | \$58,561 | \$ 63,671 | \$66,927 | \$68,649 | \$70,537 |
| 18 | \$60,317 | \$ 65,581 | \$68,935 | \$70,708 | \$72,653 |

Norfolk Public Schools
Salary Scales for Teachers
Effective July 1, 2007

12 Month

| Step | No Degree (Grade 01) | Bachelors Degree (Grade 03) | Masters Degree (Grade 05) | Masters plus 30 hours (Grade 06) | Doctoral Degree (Grade 07) |
|------|-------------------------|-----------------------------------|---------------------------------|---|----------------------------------|
| 0 | \$ 35,693 | \$ 42,032 | \$ 45,583 | \$ 47,462 | \$ 49,522 |
| 1 | \$ 36,990 | \$ 43,293 | \$ 46,844 | \$ 48,772 | \$ 50,783 |
| 2 | \$ 38,323 | \$ 44,589 | \$ 48,141 | \$ 50,019 | \$ 52,080 |
| 3 | \$ 39,705 | \$ 45,923 | \$ 49,474 | \$ 51,352 | \$ 53,413 |
| 4 | \$ 41,123 | \$ 47,304 | \$ 50,856 | \$ 52,734 | \$ 54,795 |
| 5 | \$ 42,578 | \$ 48,722 | \$ 52,274 | \$ 54,152 | \$ 56,213 |
| 6 | \$ 44,080 | \$ 50,177 | \$ 53,728 | \$ 55,607 | \$ 57,667 |
| 7 | \$ 45,620 | \$ 51,692 | \$ 55,243 | \$ 57,122 | \$ 59,182 |
| 8 | \$ 47,220 | \$ 53,243 | \$ 56,794 | \$ 58,673 | \$ 60,733 |
| 9 | \$ 48,856 | \$ 54,831 | \$ 58,382 | \$ 60,261 | \$ 62,321 |
| 10 | \$ 50,553 | \$ 56,479 | \$ 60,030 | \$ 61,909 | \$ 63,969 |
| 11 | \$ 52,286 | \$ 58,176 | \$ 61,727 | \$ 63,606 | \$ 65,666 |
| 12 | \$ 54,079 | \$ 59,921 | \$ 63,472 | \$ 65,351 | \$ 67,411 |
| 13 | \$ 55,934 | \$ 61,715 | \$ 65,266 | \$ 67,145 | \$ 69,205 |
| 14 | \$ 57,837 | \$ 63,569 | \$ 67,121 | \$ 68,999 | \$ 71,060 |
| 15 | \$ 59,788 | \$ 65,472 | \$ 69,023 | \$ 70,902 | \$ 72,962 |
| 16 | \$ 61,812 | \$ 67,436 | \$ 70,987 | \$ 72,865 | \$ 74,926 |
| 17 | \$ 63,885 | \$ 69,460 | \$ 73,011 | \$ 74,889 | \$ 76,950 |
| 18 | \$ 65,801 | \$ 71,543 | \$ 75,202 | \$ 77,136 | \$ 79,259 |