



**Williamsburg-James City County Public Schools
Teacher Salary Schedule
2021-2022 School Year**

Step	Bachelor's Degree	Master's Degree	Master's Plus 30	Doctoral Degree
0	\$ 47,080	\$ 48,664	\$ 50,247	\$ 51,830
1	47,242	48,834	50,347	52,015
2	47,347	48,934	50,395	52,100
3	47,551	49,004	50,748	52,244
4	47,788	49,249	51,003	52,616
5	48,027	49,495	51,257	53,142
6	48,460	49,891	51,719	53,679
7	48,896	50,290	52,184	54,210
8	49,140	50,793	52,654	54,752
9	49,661	51,403	53,186	55,300
10	50,162	51,917	53,718	55,852
11	50,665	52,436	54,255	56,411
12	51,171	52,960	54,798	56,975
13	51,683	53,489	55,346	57,545
14	52,200	54,025	55,898	58,120
15	52,721	54,565	56,458	58,702
16	53,249	55,111	57,022	59,288
17	53,782	55,662	57,593	59,881
18	54,319	56,218	58,169	60,480
19	54,889	56,781	58,751	61,085
20	55,438	57,405	59,338	61,879
21	56,269	58,840	60,228	63,303
22	57,676	60,311	61,733	64,885
23	59,119	61,819	63,277	66,507
24	60,597	63,364	64,859	68,170
25	62,111	64,948	66,481	69,873
26	63,664	66,572	68,143	71,621
27	65,256	68,236	69,846	73,412
28	67,148	69,942	71,593	75,246
29	68,853	70,852	72,591	76,225
30		71,772	73,538	77,216
31		73,568	75,303	79,069
32		75,332	77,111	80,966
33		77,215	78,961	82,910
34		78,374	80,146	84,154
35		79,158	81,108	85,164
36		79,950	81,919	86,015
37		81,093	83,065	86,875
38			84,311	87,744
39				88,622

Placement on a step does not necessarily relate to years of experience.
The salary schedule listed above does not include longevity supplements.

**Positions included on this schedule are Athletic Trainers, Teachers, Media Specialists, School Counselors, Social Workers, Technology Integration Coaches, Math Specialists, Reading Specialists, Licensed Middle School Student Advancement Coaches, High School Graduation Coaches, Title I Instructional Coach, Transition Specialist and School Improvement Specialists.*

****NOTE:**

•Teachers who, as of June 30, 2012, receive an Advanced Certificate supplement or a Doctorate degree supplement will continue to receive their respective supplement or \$1,331 respectively.

•To the extent funds are available, faculty honored in achieving National Board Certification will receive an initial salary adjustment of \$5,000 and a subsequent award of \$2,500 each year for the life of the certificate.

•Subject to School Board revision.



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Williamsburg-James City County Public Schools
Educational Support Salary Schedule
2021-2022 School Year

GRADE	HOURLY RATES		
	MINIMUM	MIDPOINT	MAXIMUM
03	\$ 11.00	\$ 13.73	\$ 16.92
04	\$ 11.39	\$ 14.79	\$ 18.17
05	\$ 12.24	\$ 15.91	\$ 19.58
06	\$ 13.17	\$ 17.11	\$ 21.07
07	\$ 14.18	\$ 18.42	\$ 22.65
08	\$ 15.24	\$ 19.83	\$ 24.39
09	\$ 16.41	\$ 21.34	\$ 26.24
10	\$ 17.66	\$ 22.93	\$ 28.23
11	\$ 18.99	\$ 24.70	\$ 30.40
12	\$ 20.45	\$ 26.53	\$ 32.68
13	\$ 22.00	\$ 28.57	\$ 35.19
14	\$ 23.67	\$ 30.76	\$ 37.87
15	\$ 25.45	\$ 33.11	\$ 40.72
16	\$ 27.40	\$ 35.63	\$ 43.85
17	\$ 29.50	\$ 38.33	\$ 47.16
18	\$ 31.73	\$ 41.25	\$ 50.76
19	\$ 34.13	\$ 44.37	\$ 54.61
20	\$ 36.72	\$ 47.74	\$ 58.76

Calculation of Annual Salary:

Hourly Rate x Hours per Day x Contract Days

**Effective July 1, 2013, new PhD recipients will receive the Doctoral Degree supplement only if the degree content directly relates to their current duties.*

**Williamsburg - James City County Public Schools
Administrative Salary Schedule
2021-2022 School Year**

			HOURLY and ANNUAL		
GRADE	DAYS	HOURS	MINIMUM	MIDPOINT	MAXIMUM
1			\$29.50	\$38.33	\$47.15
	260	8	\$61,360.00	\$79,726.40	\$98,072.00
2			\$31.73	\$41.25	\$50.76
	260	8	\$65,998.40	\$85,800.00	\$105,580.80
3			\$34.13	\$44.36	\$54.61
	249	4	\$33,993.48	\$44,182.56	\$54,391.56
	260	6	\$53,242.80	\$69,201.60	\$85,191.60
	260	8	\$70,990.40	\$92,268.80	\$113,588.80
4			\$36.72	\$47.73	\$58.76
	249	4	\$36,573.12	\$47,539.08	\$58,524.96
	260	8	\$76,377.60	\$99,278.40	\$122,220.80
5			\$39.50	\$51.35	\$63.23
	260	8	\$82,160.00	\$106,808.00	\$131,518.40
6			\$42.52	\$55.27	\$68.02
	260	8	\$88,441.60	\$114,961.60	\$141,481.60
7			\$45.75	\$59.47	\$73.17
	260	8	\$95,160.00	\$123,697.60	\$152,193.60

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