

MIDDLESEX COUNTY PUBLIC SCHOOLS

TEACHER SALARY SCALE

2022/2023

STEP	200 Days
0	\$ 45,087
1	\$ 45,673
2	\$ 46,267
3	\$ 46,868
4	\$ 47,478
5	\$ 48,095
6	\$ 48,720
7	\$ 49,353
8	\$ 49,995
9	\$ 50,645
10	\$ 51,303
11	\$ 51,970
12	\$ 52,646
13	\$ 53,330
14	\$ 54,024
15	\$ 54,726
16	\$ 55,437
17	\$ 56,158
18	\$ 56,888
19	\$ 57,628
20	\$ 58,377
21	\$ 59,136
22	\$ 59,904
23	\$ 60,683
24	\$ 61,472
25	\$ 62,271
26	\$ 63,081
27	\$ 63,901
28	\$ 64,732
29	\$ 65,573
30	\$ 66,425

Employees above Step 30-Annual Increases TBD based on division budget

Placement Based on Years of Experience

Educational Stipend	
Doctorate	Higher of 6% of Salary or \$3,000
Master's	Higher of 5% of Salary or \$2,000
BA + 15 hrs (Hire date prior to July 1, 2018)	\$1,000
Nat'l Board Certification	\$1,000

* All eligible employees will be required to pay 5% of their salary into the Virginia Retirement System effective July 1, 2012
Positions considered EXEMPT according to the Fair Labor Standards Act

MIDDLESEX COUNTY PUBLIC SCHOOLS
SPECIALIST SALARY SCALE
2022/2023

STEP	Specialist I	Hourly Rate 7.5 Hours/Day 177 Days + 7 workdays	Specialist II	Specialist III	Specialist IV
0	\$ 45,407	\$ 32.90	\$ 47,522	\$ 52,855	\$ 62,956
1	\$ 45,997	\$ 33.33	\$ 48,140	\$ 53,542	\$ 63,775
2	\$ 46,595	\$ 33.76	\$ 48,766	\$ 54,238	\$ 64,604
3	\$ 47,201	\$ 34.20	\$ 49,400	\$ 54,943	\$ 65,443
4	\$ 47,815	\$ 34.65	\$ 50,042	\$ 55,657	\$ 66,294
5	\$ 48,436	\$ 35.10	\$ 50,692	\$ 56,381	\$ 67,156
6	\$ 49,066	\$ 35.55	\$ 51,351	\$ 57,114	\$ 68,029
7	\$ 49,704	\$ 36.02	\$ 52,019	\$ 57,856	\$ 68,913
8	\$ 50,350	\$ 36.49	\$ 52,695	\$ 58,608	\$ 69,809
9	\$ 51,004	\$ 36.96	\$ 53,380	\$ 59,370	\$ 70,717
10	\$ 51,667	\$ 37.44	\$ 54,074	\$ 60,142	\$ 71,636
11	\$ 52,339	\$ 37.93	\$ 54,777	\$ 60,924	\$ 72,567
12	\$ 53,020	\$ 38.42	\$ 55,489	\$ 61,716	\$ 73,511
13	\$ 53,709	\$ 38.92	\$ 56,210	\$ 62,518	\$ 74,466
14	\$ 54,407	\$ 39.43	\$ 56,941	\$ 63,331	\$ 75,434
15	\$ 55,114	\$ 39.94	\$ 57,681	\$ 64,154	\$ 76,415
16	\$ 55,831	\$ 40.46	\$ 58,431	\$ 64,988	\$ 77,409
17	\$ 56,557	\$ 40.98	\$ 59,191	\$ 65,833	\$ 78,415
18	\$ 57,292	\$ 41.52	\$ 59,960	\$ 66,689	\$ 79,434
19	\$ 58,037	\$ 42.06	\$ 60,740	\$ 67,556	\$ 80,467
20	\$ 58,791	\$ 42.60	\$ 61,529	\$ 68,434	\$ 81,513
21	\$ 59,555	\$ 43.16	\$ 62,329	\$ 69,324	\$ 82,573
22	\$ 60,330	\$ 43.72	\$ 63,140	\$ 70,225	\$ 83,646
23	\$ 61,114	\$ 44.29	\$ 63,960	\$ 71,138	\$ 84,733
24	\$ 61,908	\$ 44.86	\$ 64,792	\$ 72,063	\$ 85,835
25	\$ 62,713	\$ 45.44	\$ 65,634	\$ 72,999	\$ 86,951
26	\$ 63,528	\$ 46.04	\$ 66,487	\$ 73,948	\$ 88,081
27	\$ 64,354	\$ 46.63	\$ 67,352	\$ 74,910	\$ 89,226
28	\$ 65,191	\$ 47.24	\$ 68,227	\$ 75,884	\$ 90,386
29	\$ 66,038	\$ 47.85	\$ 69,114	\$ 76,870	\$ 91,561
30	\$ 66,897	\$ 48.48	\$ 70,013	\$ 77,869	\$ 92,752

Employees above Step 30-Annual Increases TBD based on division budget

PLACEMENT BASED ON YEARS OF EXPERIENCE	
Educational Stipend	
Doctorate	Higher of 6% of Salary or \$3,000
Master's**	Higher of 5% of Salary or \$2,000
Nat'l Board Certification	\$1,000

- Specialist I - School Nurse (RN)-184 Day (Non-Exempt); HR Specialist-261 day
- Specialist II** - (Master's Req'd & Included) - 200 Day - Assessment Specialist
Media Specialists
- Specialist III**- (Master's Req'd & Included)-220 Day-Counselors; Psychologist;
Speech Pathologist; Math, Reading, Gifted, Early Childhood & Data Specialist
School Social Worker; Athletic Trainer; School Nutrition Supervisor-240 day
- Specialist IV** - 261 Day - Psychologist (Master's Req'd & Included)
Director of Student Activities

* All eligible employees will be required to pay 5% of their salary into the
 Virginia Retirement System effective July 1, 2012
 Positions OTHER than School Nurse are considered EXEMPT according
 to the Fair Labor Standards Act

**MIDDLESEX COUNTY PUBLIC SCHOOLS
ADMINISTRATIVE SALARY SCALE**

2022/2023

STEP	Admin I	Admin II	Admin III	Admin IV	Admin V
0	\$ 67,664	\$ 73,548	\$ 76,490	\$ 79,432	\$ 91,200
1	\$ 68,544	\$ 74,504	\$ 77,484	\$ 80,465	\$ 92,385
2	\$ 69,435	\$ 75,473	\$ 78,492	\$ 81,511	\$ 93,586
3	\$ 70,338	\$ 76,454	\$ 79,512	\$ 82,570	\$ 94,803
4	\$ 71,252	\$ 77,448	\$ 80,546	\$ 83,644	\$ 96,035
5	\$ 72,178	\$ 78,455	\$ 81,593	\$ 84,731	\$ 97,284
6	\$ 73,117	\$ 79,475	\$ 82,654	\$ 85,833	\$ 98,549
7	\$ 74,067	\$ 80,508	\$ 83,728	\$ 86,948	\$ 99,830
8	\$ 75,030	\$ 81,554	\$ 84,817	\$ 88,079	\$ 101,127
9	\$ 76,005	\$ 82,615	\$ 85,919	\$ 89,224	\$ 102,442
10	\$ 76,994	\$ 83,689	\$ 87,036	\$ 90,384	\$ 103,774
11	\$ 77,994	\$ 84,777	\$ 88,168	\$ 91,559	\$ 105,123
12	\$ 79,008	\$ 85,879	\$ 89,314	\$ 92,749	\$ 106,490
13	\$ 80,035	\$ 86,995	\$ 90,475	\$ 93,955	\$ 107,874
14	\$ 81,076	\$ 88,126	\$ 91,651	\$ 95,176	\$ 109,276
15	\$ 82,130	\$ 89,272	\$ 92,843	\$ 96,413	\$ 110,697
16	\$ 83,198	\$ 90,432	\$ 94,049	\$ 97,667	\$ 112,136
17	\$ 84,279	\$ 91,608	\$ 95,272	\$ 98,936	\$ 113,594
18	\$ 85,375	\$ 92,799	\$ 96,511	\$ 100,223	\$ 115,070
19	\$ 86,485	\$ 94,005	\$ 97,765	\$ 101,525	\$ 116,566
20	\$ 87,609	\$ 95,227	\$ 99,036	\$ 102,845	\$ 118,082
21	\$ 88,748	\$ 96,465	\$ 100,324	\$ 104,182	\$ 119,617
22	\$ 89,902	\$ 97,719	\$ 101,628	\$ 105,537	\$ 121,172
23	\$ 91,070	\$ 98,989	\$ 102,949	\$ 106,909	\$ 122,747
24	\$ 92,254	\$ 100,276	\$ 104,287	\$ 108,298	\$ 124,343
25	\$ 93,454	\$ 101,580	\$ 105,643	\$ 109,706	\$ 125,959
26	\$ 94,668	\$ 102,900	\$ 107,017	\$ 111,133	\$ 127,597
27	\$ 95,899	\$ 104,238	\$ 108,408	\$ 112,577	\$ 129,255
28	\$ 97,146	\$ 105,593	\$ 109,817	\$ 114,041	\$ 130,936
29	\$ 98,409	\$ 106,966	\$ 111,245	\$ 115,523	\$ 132,638
30	\$ 99,688	\$ 108,357	\$ 112,691	\$ 117,025	\$ 134,362

Employees above Step 30-Annual Increases TBD based on division budget

PLACEMENT BASED ON YEARS OF EXPERIENCE

Educational Stipend

Doctorate -- Higher of 6% of Salary or \$3,000

Admin I - Assistant Principals

Admin II- Director of Assessment, Research & Technology; Director of SPED
& Federal Programs; Director of Operations; Director of Budget & Finance;
Director of Compass Academy & Virtual Learning

Admin III- Principal of MES; Principal of SCW

Admin IV- Principal of MHS

Admin V - Assistant Superintendent

* All eligible employees will be required to pay 5% of their salary into the
Virginia Retirement System effective July 1, 2012
Positions considered EXEMPT according to the Fair Labor Standards Act

**MIDDLESEX COUNTY PUBLIC SCHOOLS
SUPPORT STAFF SALARY SCALE (PAGE 1)**

2022/2023

STEP	Spt I	Hourly Rate 5.5 hrs/day 177 days + 4 workdays	Spt II	Hourly Rate 5.5 hrs/day 177 Days + 2 workdays	Spt III	Hourly Rate 7 hrs/day 177 + 4 workdays	Spt IV	Hourly Rate 7.5 hrs/day 177 days + 7 workdays
0	\$ 12,180	\$12.23	\$ 15,052	\$15.29	\$ 19,374	\$15.29	\$ 21,105	\$15.29
1	\$ 12,338	\$12.39	\$ 15,247	\$15.49	\$ 19,625	\$15.49	\$ 21,379	\$15.49
2	\$ 12,499	\$12.56	\$ 15,446	\$15.69	\$ 19,881	\$15.69	\$ 21,657	\$15.69
3	\$ 12,661	\$12.72	\$ 15,646	\$15.89	\$ 20,139	\$15.90	\$ 21,939	\$15.90
4	\$ 12,826	\$12.88	\$ 15,850	\$16.10	\$ 20,401	\$16.10	\$ 22,224	\$16.10
5	\$ 12,992	\$13.05	\$ 16,056	\$16.31	\$ 20,666	\$16.31	\$ 22,513	\$16.31
6	\$ 13,161	\$13.22	\$ 16,264	\$16.52	\$ 20,935	\$16.52	\$ 22,806	\$16.53
7	\$ 13,332	\$13.39	\$ 16,476	\$16.74	\$ 21,207	\$16.74	\$ 23,102	\$16.74
8	\$ 13,506	\$13.57	\$ 16,690	\$16.95	\$ 21,483	\$16.96	\$ 23,402	\$16.96
9	\$ 13,681	\$13.74	\$ 16,907	\$17.17	\$ 21,762	\$17.18	\$ 23,707	\$17.18
10	\$ 13,859	\$13.92	\$ 17,127	\$17.40	\$ 22,045	\$17.40	\$ 24,015	\$17.40
11	\$ 14,039	\$14.10	\$ 17,350	\$17.62	\$ 22,331	\$17.63	\$ 24,327	\$17.63
12	\$ 14,222	\$14.29	\$ 17,575	\$17.85	\$ 22,622	\$17.85	\$ 24,643	\$17.86
13	\$ 14,407	\$14.47	\$ 17,804	\$18.08	\$ 22,916	\$18.09	\$ 24,964	\$18.09
14	\$ 14,594	\$14.66	\$ 18,035	\$18.32	\$ 23,214	\$18.32	\$ 25,288	\$18.32
15	\$ 14,784	\$14.85	\$ 18,269	\$18.56	\$ 23,515	\$18.56	\$ 25,617	\$18.56
16	\$ 14,976	\$15.04	\$ 18,507	\$18.80	\$ 23,821	\$18.80	\$ 25,950	\$18.80
17	\$ 15,171	\$15.24	\$ 18,748	\$19.04	\$ 24,131	\$19.05	\$ 26,287	\$19.05
18	\$ 15,368	\$15.44	\$ 18,991	\$19.29	\$ 24,444	\$19.29	\$ 26,629	\$19.30
19	\$ 15,568	\$15.64	\$ 19,238	\$19.54	\$ 24,762	\$19.54	\$ 26,975	\$19.55
20	\$ 15,770	\$15.84	\$ 19,488	\$19.80	\$ 25,084	\$19.80	\$ 27,326	\$19.80
21	\$ 15,975	\$16.05	\$ 19,742	\$20.05	\$ 25,410	\$20.06	\$ 27,681	\$20.06
22	\$ 16,183	\$16.26	\$ 19,998	\$20.31	\$ 25,741	\$20.32	\$ 28,041	\$20.32
23	\$ 16,393	\$16.47	\$ 20,258	\$20.58	\$ 26,075	\$20.58	\$ 28,406	\$20.58
24	\$ 16,606	\$16.68	\$ 20,522	\$20.84	\$ 26,414	\$20.85	\$ 28,775	\$20.85
25	\$ 16,822	\$16.90	\$ 20,788	\$21.12	\$ 26,758	\$21.12	\$ 29,149	\$21.12
26	\$ 17,041	\$17.12	\$ 21,059	\$21.39	\$ 27,105	\$21.39	\$ 29,528	\$21.40
27	\$ 17,262	\$17.34	\$ 21,332	\$21.67	\$ 27,458	\$21.67	\$ 29,912	\$21.68
28	\$ 17,487	\$17.57	\$ 21,610	\$21.95	\$ 27,815	\$21.95	\$ 30,301	\$21.96
29	\$ 17,714	\$17.79	\$ 21,891	\$22.24	\$ 28,176	\$22.24	\$ 30,694	\$22.24
30	\$ 17,944	\$18.03	\$ 22,175	\$22.52	\$ 28,543	\$22.53	\$ 31,094	\$22.53

Employees above Step 30-Annual Increases TBD based on division budget

Placement Based on Years of Experience

Spt I - Bus Monitor, Nutrition Worker

Spt II - Bus Driver

Spt III - Nutrition Manager

Spt IV - Para-professional

* All eligible employees will be required to pay 5% of their salary into the
Virginia Retirement System effective July 1, 2012
Positions considered NON-EXEMPT according to the Fair Labor Standards Act

**MIDDLESEX COUNTY PUBLIC SCHOOLS
SUPPORT STAFF SALARY SCALE (PAGE 2)**

2022/2023

STEP	Sppt V	Hourly Rate 8 hrs/day 261 Days	Sppt VI	Hourly Rate 8 hrs/day 261 Days	Sppt VII	Hourly Rate 8 hrs/day 261 Days
0	\$ 31,932	\$ 15.29	\$ 35,597	\$ 17.05	\$ 38,245	\$ 18.32
1	\$ 32,347	\$ 15.49	\$ 36,060	\$ 17.27	\$ 38,742	\$ 18.55
2	\$ 32,767	\$ 15.69	\$ 36,529	\$ 17.49	\$ 39,246	\$ 18.80
3	\$ 33,193	\$ 15.90	\$ 37,004	\$ 17.72	\$ 39,756	\$ 19.04
4	\$ 33,625	\$ 16.10	\$ 37,485	\$ 17.95	\$ 40,273	\$ 19.29
5	\$ 34,062	\$ 16.31	\$ 37,972	\$ 18.19	\$ 40,796	\$ 19.54
6	\$ 34,505	\$ 16.53	\$ 38,466	\$ 18.42	\$ 41,327	\$ 19.79
7	\$ 34,953	\$ 16.74	\$ 38,966	\$ 18.66	\$ 41,864	\$ 20.05
8	\$ 35,408	\$ 16.96	\$ 39,472	\$ 18.90	\$ 42,408	\$ 20.31
9	\$ 35,868	\$ 17.18	\$ 39,985	\$ 19.15	\$ 42,960	\$ 20.57
10	\$ 36,334	\$ 17.40	\$ 40,505	\$ 19.40	\$ 43,518	\$ 20.84
11	\$ 36,807	\$ 17.63	\$ 41,032	\$ 19.65	\$ 44,084	\$ 21.11
12	\$ 37,285	\$ 17.86	\$ 41,565	\$ 19.91	\$ 44,657	\$ 21.39
13	\$ 37,770	\$ 18.09	\$ 42,106	\$ 20.17	\$ 45,237	\$ 21.67
14	\$ 38,261	\$ 18.32	\$ 42,653	\$ 20.43	\$ 45,826	\$ 21.95
15	\$ 38,758	\$ 18.56	\$ 43,207	\$ 20.69	\$ 46,421	\$ 22.23
16	\$ 39,262	\$ 18.80	\$ 43,769	\$ 20.96	\$ 47,025	\$ 22.52
17	\$ 39,772	\$ 19.05	\$ 44,338	\$ 21.23	\$ 47,636	\$ 22.81
18	\$ 40,289	\$ 19.30	\$ 44,915	\$ 21.51	\$ 48,255	\$ 23.11
19	\$ 40,813	\$ 19.55	\$ 45,498	\$ 21.79	\$ 48,883	\$ 23.41
20	\$ 41,344	\$ 19.80	\$ 46,090	\$ 22.07	\$ 49,518	\$ 23.72
21	\$ 41,881	\$ 20.06	\$ 46,689	\$ 22.36	\$ 50,162	\$ 24.02
22	\$ 42,426	\$ 20.32	\$ 47,296	\$ 22.65	\$ 50,814	\$ 24.34
23	\$ 42,977	\$ 20.58	\$ 47,911	\$ 22.95	\$ 51,475	\$ 24.65
24	\$ 43,536	\$ 20.85	\$ 48,534	\$ 23.24	\$ 52,144	\$ 24.97
25	\$ 44,102	\$ 21.12	\$ 49,165	\$ 23.55	\$ 52,822	\$ 25.30
26	\$ 44,675	\$ 21.40	\$ 49,804	\$ 23.85	\$ 53,508	\$ 25.63
27	\$ 45,256	\$ 21.67	\$ 50,451	\$ 24.16	\$ 54,204	\$ 25.96
28	\$ 45,844	\$ 21.96	\$ 51,107	\$ 24.48	\$ 54,909	\$ 26.30
29	\$ 46,440	\$ 22.24	\$ 51,772	\$ 24.79	\$ 55,622	\$ 26.64
30	\$ 47,044	\$ 22.53	\$ 52,445	\$ 25.12	\$ 56,345	\$ 26.99

Employees above Step 30-Annual Increases TBD based on division budget

PLACEMENT BASED ON YEARS OF EXPERIENCE

Sppt V - Clerical I

Sppt VI - Clerical II, Mechanic, Maintenance Worker

Sppt VII - Exec. Asst. to Supt, Accounting, & Transportation Supervisor

* All eligible employees will be required to pay 5% of their salary into the Virginia Retirement System effective July 1, 2012
Positions considered NON-EXEMPT according to the Fair Labor Standards Act