



**SHENANDOAH TEACHER SALARY SCALE FY2026 (2025-2026)**

Step	Years of Experience	Bachelor's	Master's	Master's +30/ Education Specialist	Doctoral
1	0	\$59,400.00	\$63,919.90	\$65,156.30	\$66,388.30
2	1	\$60,802.50	\$65,322.40	\$66,558.80	\$67,790.80
3	2	\$62,205.00	\$66,724.90	\$67,961.30	\$69,193.30
4	3	\$63,607.50	\$68,127.40	\$69,363.80	\$70,595.80
5	4	\$63,607.50	\$68,127.40	\$69,363.80	\$70,595.80
6	5	\$63,607.50	\$68,127.40	\$69,363.80	\$70,595.80
7	6	\$63,607.50	\$68,127.40	\$69,363.80	\$70,595.80
8	7	\$65,010.00	\$69,529.90	\$70,766.30	\$71,998.30
9	8	\$66,412.50	\$70,932.40	\$72,168.80	\$73,400.80
10	9	\$67,815.00	\$72,334.90	\$73,571.30	\$74,803.30
11	10	\$67,815.00	\$72,334.90	\$73,571.30	\$74,803.30
12	11	\$69,217.50	\$73,737.40	\$74,973.80	\$76,205.80
13	12	\$70,620.00	\$75,139.90	\$76,376.30	\$77,608.30
14	13	\$72,022.50	\$76,542.40	\$77,778.80	\$79,010.80
15	14	\$72,022.50	\$76,542.40	\$77,778.80	\$79,010.80
16	15	\$72,022.50	\$76,542.40	\$77,778.80	\$79,010.80
17	16	\$73,425.00	\$77,944.90	\$79,181.30	\$80,413.30
18	17	\$74,827.50	\$79,347.40	\$80,583.80	\$81,815.80
19	18	\$76,230.00	\$80,749.90	\$81,986.30	\$83,218.30
20	19	\$77,632.50	\$82,152.40	\$83,388.80	\$84,620.80
21	20	\$79,035.00	\$83,554.90	\$84,791.30	\$86,023.30
22	21	\$80,437.50	\$84,957.40	\$86,193.80	\$87,425.80
23	22	\$81,840.00	\$86,359.90	\$87,596.30	\$88,828.30
24	23	\$83,242.50	\$87,762.40	\$88,998.80	\$90,230.80
25	24	\$90,145.00	\$94,664.90	\$95,901.30	\$97,133.30
26	25	\$91,547.50	\$96,067.40	\$97,303.80	\$98,535.80
27	26	\$92,950.00	\$97,469.90	\$98,706.30	\$99,938.30
28	27	\$94,352.50	\$98,872.40	\$100,108.80	\$101,340.80
29	28	\$95,755.00	\$100,274.90	\$101,511.30	\$102,743.30
30	29	\$97,157.50	\$101,677.40	\$102,913.80	\$104,145.80
31	30	\$98,560.00	\$103,079.90	\$104,316.30	\$105,548.30
32	31	\$99,962.50	\$104,482.40	\$105,718.80	\$106,950.80
33	32	\$101,365.00	\$105,884.90	\$107,121.30	\$108,353.30
34	33	\$102,767.50	\$107,287.40	\$108,523.80	\$109,755.80
35	34	\$104,170.00	\$108,689.90	\$109,926.30	\$111,158.30
36	35	\$105,572.50	\$110,092.40	\$111,328.80	\$112,560.80
37	36	\$106,993.88	\$111,513.00	\$112,749.19	\$113,981.00
38	37	\$108,434.40	\$112,951.93	\$114,187.71	\$115,419.11
39	38	\$109,894.32	\$114,409.42	\$115,644.58	\$116,875.37