GRAFTON
INTEGRATED HEALTH NETWORK

RICHMOND TEACHER SALARY SCALE FY 2027 (2026 - 2027)

Step	Years of Experience	Bachelor's	Master's	Master's + 30 / Education Specialist	Doctoral
1	0	$62,949.70	$66,726.68	$68,061.22	$70,063.02
2	1	$63,705.10	$67,527.40	$68,877.95	$70,903.77
3	2	$64,469.56	$68,337.73	$69,704.49	$71,754.62
4	3	$65,243.19	$69,157.78	$70,540.94	$72,615.67
5	4	$66,026.11	$69,987.68	$71,387.43	$73,487.06
6	5	$66,818.42	$70,827.53	$72,244.08	$74,368.91
7	6	$67,620.24	$71,677.46	$73,111.01	$75,261.33
8	7	$68,431.69	$72,537.59	$73,988.34	$76,164.47
9	8	$69,252.87	$73,408.04	$74,876.20	$77,078.44
10	9	$70,083.90	$74,288.94	$75,774.72	$78,003.38
11	10	$70,924.91	$75,180.40	$76,684.01	$78,939.42
12	11	$71,776.01	$76,082.57	$77,604.22	$79,886.70
13	12	$72,493.77	$76,843.39	$78,380.26	$80,685.56
14	13	$73,218.71	$77,611.83	$79,164.07	$81,492.42
15	14	$73,950.89	$78,387.95	$79,955.71	$82,307.34
16	15	$74,690.40	$79,171.83	$80,755.26	$83,130.42
17	16	$75,437.31	$79,963.54	$81,562.82	$83,961.72
18	17	$76,191.68	$80,763.18	$82,378.44	$84,801.34
19	18	$76,953.60	$81,570.81	$83,202.23	$85,649.35
20	19	$77,723.13	$82,386.52	$84,034.25	$86,505.85
21	20	$78,500.36	$83,210.39	$84,874.59	$87,370.90
22	21	$79,285.37	$84,042.49	$85,723.34	$88,244.61
23	22	$80,078.22	$84,882.91	$86,580.57	$89,127.06
24	23	$80,879.00	$85,731.74	$87,446.38	$90,018.33
25	24	$81,687.79	$86,589.06	$88,320.84	$90,918.51
26	25	$82,504.67	$87,454.95	$89,204.05	$91,827.70
27	26	$83,329.72	$88,329.50	$90,096.09	$92,745.98
28	27	$84,163.01	$89,212.80	$90,997.05	$93,673.44
29	28	$85,004.64	$90,104.92	$91,907.02	$94,610.17
30	29	$85,854.69	$91,005.97	$92,826.09	$95,556.27
31	30	$86,713.24	$91,916.03	$93,754.35	$96,511.83
32	31	$87,580.37	$92,835.19	$94,691.90	$97,476.95
33	32	$88,456.17	$93,763.54	$95,638.82	$98,451.72
34	33	$89,340.74	$94,701.18	$96,595.20	$99,436.24
35	34	$90,234.14	$95,648.19	$97,561.16	$100,430.60
36	35	$91,136.48	$96,604.67	$98,536.77	$101,434.91
37	36	$92,047.85	$97,570.72	$99,522.13	$102,449.26
38	37	$92,968.33	$98,546.43	$100,517.36	$103,473.75
39	38	$93,898.01	$99,531.89	$101,522.53	$104,508.49