GRAFTON
INTEGRATED HEALTH NETWORK

SHENANDOAH TEACHER SALARY SCALE FY 2027 (2026 - 2027)

Step	Years of Experience	Bachelor's	Master's	Master's + 30 / Education Specialist	Doctoral
1	0	$62,073.00	$66,773.30	$68,059.20	$69,340.70
2	1	$62,806.70	$67,507.00	$68,792.90	$70,074.40
3	2	$63,540.40	$68,240.70	$69,526.60	$70,808.10
4	3	$65,007.80	$69,708.10	$70,994.00	$72,275.50
5	4	$66,475.20	$71,175.50	$72,461.40	$73,742.90
6	5	$66,842.05	$71,542.35	$72,828.25	$74,109.75
7	6	$67,208.90	$71,909.20	$73,195.10	$74,476.60
8	7	$67,575.75	$72,276.05	$73,561.95	$74,843.45
9	8	$67,942.60	$72,642.90	$73,928.80	$75,210.30
10	9	$69,410.00	$74,110.30	$75,396.20	$76,677.70
11	10	$70,877.40	$75,577.70	$76,863.60	$78,145.10
12	11	$71,611.10	$76,311.40	$77,597.30	$78,878.80
13	12	$72,344.80	$77,045.10	$78,331.00	$79,612.50
14	13	$73,812.20	$78,512.50	$79,798.40	$81,079.90
15	14	$75,279.60	$79,979.90	$81,265.80	$82,547.30
16	15	$75,768.73	$80,469.03	$81,754.93	$83,036.43
17	16	$76,257.87	$80,958.17	$82,244.07	$83,525.57
18	17	$76,747.00	$81,447.30	$82,733.20	$84,014.70
19	18	$78,214.40	$82,914.70	$84,200.60	$85,482.10
20	19	$79,681.80	$84,382.10	$85,668.00	$86,949.50
21	20	$81,149.20	$85,849.50	$87,135.40	$88,416.90
22	21	$82,616.60	$87,316.90	$88,602.80	$89,884.30
23	22	$84,084.00	$88,784.30	$90,070.20	$91,351.70
24	23	$85,551.40	$90,251.70	$91,537.60	$92,819.10
25	24	$92,518.80	$97,219.10	$98,505.00	$99,786.50
26	25	$94,201.80	$98,902.10	$100,188.00	$101,469.50
27	26	$95,669.20	$100,369.50	$101,655.40	$102,936.90
28	27	$97,136.60	$101,836.90	$103,122.80	$104,404.30
29	28	$98,604.00	$103,304.30	$104,590.20	$105,871.70
30	29	$100,071.40	$104,771.70	$106,057.60	$107,339.10
31	30	$101,538.80	$106,239.10	$107,525.00	$108,806.50
32	31	$103,006.20	$107,706.50	$108,992.40	$110,273.90
33	32	$104,473.60	$109,173.90	$110,459.80	$111,741.30
34	33	$105,941.00	$110,641.30	$111,927.20	$113,208.70
35	34	$107,408.40	$112,108.70	$113,394.60	$114,676.10
36	35	$108,875.80	$113,576.10	$114,862.00	$116,143.50
37	36	$110,343.20	$115,043.50	$116,329.40	$117,610.90
38	37	$111,832.83	$116,596.59	$117,899.85	$119,198.65
39	38	$113,342.58	$118,170.64	$119,491.49	$120,807.83