

**Norfolk Public Schools**  
**Approved Classified Salary Scale**  
**Hourly Rates**  
**Effective July 1, 2008**

Step	GRADE AA	GRADE BB	GRADE CC	GRADE DD	GRADE EE	GRADE FF	GRADE GG	GRADE HH	GRADE II
1	\$9.34	\$9.80	\$10.29	\$10.80	\$11.35	\$11.91	\$12.51	\$13.14	\$13.79
2	\$9.61	\$10.10	\$10.60	\$11.12	\$11.69	\$12.27	\$12.88	\$13.53	\$14.20
3	\$9.90	\$10.39	\$10.92	\$11.46	\$12.04	\$12.63	\$13.27	\$13.93	\$14.62
4	\$10.20	\$10.71	\$11.25	\$11.80	\$12.40	\$13.01	\$13.67	\$14.35	\$15.07
5	\$10.51	\$11.03	\$11.58	\$12.16	\$12.77	\$13.40	\$14.08	\$14.78	\$15.52
6	\$10.81	\$11.36	\$11.92	\$12.52	\$13.15	\$13.80	\$14.50	\$15.22	\$15.98
7	\$11.14	\$11.70	\$12.28	\$12.90	\$13.55	\$14.22	\$14.93	\$15.68	\$16.46
8	\$11.48	\$12.05	\$12.65	\$13.29	\$13.95	\$14.65	\$15.38	\$16.15	\$16.96
9	\$11.82	\$12.42	\$13.03	\$13.69	\$14.37	\$15.09	\$15.85	\$16.64	\$17.47
10	\$12.18	\$12.79	\$13.42	\$14.10	\$14.80	\$15.54	\$16.32	\$17.13	\$17.99
11	\$12.54	\$13.17	\$13.82	\$14.52	\$15.24	\$16.01	\$16.81	\$17.64	\$18.53
12	\$12.92	\$13.57	\$14.24	\$14.95	\$15.70	\$16.48	\$17.32	\$18.18	\$19.08
13	\$13.31	\$13.97	\$14.67	\$15.41	\$16.18	\$16.99	\$17.83	\$18.72	\$19.66
14	\$13.70	\$14.39	\$15.11	\$15.87	\$16.66	\$17.49	\$18.36	\$19.29	\$20.25
15	\$14.11	\$14.82	\$15.56	\$16.34	\$17.16	\$18.01	\$18.92	\$19.86	\$20.86
16	\$14.54	\$15.26	\$16.03	\$16.83	\$17.67	\$18.56	\$19.48	\$20.46	\$21.48
17	\$14.97	\$15.72	\$16.51	\$17.34	\$18.20	\$19.11	\$20.07	\$21.07	\$22.12
18	\$15.43	\$16.20	\$17.01	\$17.86	\$18.75	\$19.69	\$20.67	\$21.70	\$22.79
19	\$15.89	\$16.68	\$17.52	\$18.39	\$19.31	\$20.27	\$21.29	\$22.36	\$23.48

Step	GRADE JJ	GRADE KK	GRADE LL	GRADE MM	GRADE NN	GRADE OO	GRADE PP	GRADE QQ
1	\$14.48	\$15.20	\$15.96	\$16.76	\$17.59	\$18.48	\$19.40	\$20.38
2	\$14.91	\$15.66	\$16.44	\$17.26	\$18.13	\$19.03	\$19.99	\$20.98
3	\$15.36	\$16.12	\$16.94	\$17.78	\$18.67	\$19.61	\$20.58	\$21.61
4	\$15.82	\$16.61	\$17.44	\$18.31	\$19.23	\$20.19	\$21.20	\$22.26
5	\$16.30	\$17.11	\$17.96	\$18.87	\$19.81	\$20.80	\$21.83	\$22.92
6	\$16.78	\$17.62	\$18.51	\$19.43	\$20.40	\$21.42	\$22.49	\$23.61
7	\$17.28	\$18.15	\$19.06	\$20.02	\$21.01	\$22.06	\$23.17	\$24.32
8	\$17.81	\$18.69	\$19.63	\$20.61	\$21.64	\$22.73	\$23.86	\$25.05
9	\$18.34	\$19.26	\$20.22	\$21.23	\$22.30	\$23.41	\$24.58	\$25.81
10	\$18.89	\$19.83	\$20.83	\$21.86	\$22.96	\$24.10	\$25.32	\$26.58
11	\$19.45	\$20.43	\$21.45	\$22.52	\$23.65	\$24.83	\$26.08	\$27.38
12	\$20.04	\$21.04	\$22.09	\$23.20	\$24.36	\$25.57	\$26.86	\$28.20
13	\$20.64	\$21.67	\$22.76	\$23.90	\$25.09	\$26.34	\$27.66	\$29.04
14	\$21.26	\$22.33	\$23.44	\$24.61	\$25.84	\$27.13	\$28.49	\$29.92
15	\$21.90	\$22.99	\$24.14	\$25.35	\$26.62	\$27.94	\$29.34	\$30.81
16	\$22.55	\$23.68	\$24.86	\$26.11	\$27.41	\$28.79	\$30.22	\$31.73
17	\$23.23	\$24.39	\$25.61	\$26.90	\$28.24	\$29.65	\$31.13	\$32.69
18	\$23.93	\$25.12	\$26.38	\$27.70	\$29.08	\$30.54	\$32.06	\$33.67
19	\$24.65	\$25.88	\$27.17	\$28.53	\$29.96	\$31.46	\$33.03	\$34.68