

Full-Time Instructors

2024–2025 Salary & Benefits Information

Full-Time Instructor Salary Scale

| Step | Years Completed | Salary |
|------|-----------------|----------|
| 1 | 0–4 | \$51,478 |
| 2 | 5–9 | \$54,790 |
| 3 | 10–14 | \$58,984 |
| 4 | 15–19 | \$63,901 |
| 5 | 20–24 | \$69,571 |
| 6 | 25–29 | \$75,795 |
| 7 | 30+ | \$80,429 |

Full-Time Instructor Salary Supplements

| Degree Earned | Supplement |
|---------------|------------|
| Master's | \$3,000 |
| Doctoral | \$6,000 |

The above salary scale reflects a full-time, 10.5-month teaching position starting August 1, 2024.

A full-time employee may receive either the master's or doctoral supplement—but not both.

Virtual Virginia instructors are assigned mandatory professional development and professional learning opportunities throughout the 2024–2025 contract period.

Virtual Virginia full-time teaching positions are staffed annually and assigned based on student enrollments. Each full-time instructor is assigned full-time equivalency enrollments or a combination of projects/duties and enrollments equal to full-time instructor status. Virtual Virginia administration may authorize extra supplements for curriculum development, program projects, or other program needs that an instructor performs in addition to full-time instructor status.

Full-time instructors work Monday through Friday with regular office hours assigned by Virtual Virginia administration. During office hours, instructors should be online; managing their courses; actively communicating with students, families, and schools; and completing other assigned tasks.

Retirement Plan: Full-time employees are covered by Social Security and the Virginia Retirement System.

Liability Insurance: Full-time employees are covered by liability insurance, workers' compensation, and unemployment insurance.

Health, Dental, and Vision Insurance: Virtual Virginia offers health, dental, and vision insurance coverage to full-time employees. If an employee chooses a health plan outside of Virtual Virginia, documentation of valid insurance must be provided and Virtual Virginia will provide a defined amount per month toward the cost of the full-time employee's health insurance premium.

Personal Leave: Full-time employees who work at least six months are entitled to three days of personal leave per year. Unused personal leave days are added to the employee's accumulated sick leave.

Sick Leave: Full-time instructors receive nine sick leave days each year. Sick leave credits are transferable from other school divisions within the Commonwealth. Retiring employees will be paid \$35 per day for sick days earned at VVA (to a maximum of 200). VRS Hybrid employees may accrue a maximum of 20 sick leave days.

Direct Deposit: A full-time employee's pay is directly deposited into a checking or savings account on the last working day of each month. Appropriate deductions for taxes, insurance, annuities, credit union, dues, etc. are handled through the payroll department. Employees are paid in 12 pay installments.