## Salary Schedules 2019 – 2020 School Year



### **Richmond Public Schools**

Effective July 1, 2019

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POSITION TITLE	PAY GRADE
Account Clerk	108
Accounting Manager	125
Accounts Payable Technician I	111
Accounts Payable Technician II	115
Administrative Assistant	118
Administrative Office Associate	112
Application Administrator	123
AS/400 Administrator	124
Assistant Executive School Board	116
Assistant Principal I	128
Assistant Principal II	129
Assistant Principal III	130
Auditor	123
Automotive Mechanic Lead Technician	112
Automotive Mechanic Technician I	109
Automotive Mechanic Technician II	110
Automotive Mechanic Technician III	111
Automotive Parts Clerk	108
Automotive Service Worker	106
Bilingual Parent and Community Liaison	115
Budget Planning Analyst	123
Bus Monitor	107
Bus Operator	109
Carpenter	110
Chief Academic Officer	139
Chief Engagement Officer	139
Chief of Staff	139
Chief Operating Officer	139
Chief Schools Officer	139
Chief Talent Officer	139
Clerk School Board	129
Communications and Media Relations Specialist	124
Coordinator Community Partnerships	125
Coordinator Counselor and Career Pathways	125
Coordinator English Learner Success	125

POSITION TITLE	PAY GRADE
Coordinator Exceptional Education	125
Coordinator Family and Community Engagement	125
Coordinator Gifted and Talented	125
Coordinator Head Start	125
Coordinator Media and Technology	125
Coordinator Risk Management	125
Coordinator Saturday/Summer Special Programs	125
Coordinator School Health	125
Coordinator Student and Family Services	125
Coordinator Student Conduct	125
Coordinator Student Experiences	125
Coordinator Teaching and Learning, English Language Acquisition	125
Coordinator Teaching and Learning, Mathematics	125
Coordinator Welcome Center and Family Advocacy	125
Custodial Maintenance Worker	107
Custodian	103
Custodian Crew Leader	105
Delivery Driver/Utility	107
Desktop Technician	114
Dietitian	124
Director Academic Operations	133
Director Advocacy and Outreach	133
Director Army Instruction	125
Director Assessment, Research and Evaluation	133
Director Career and Technical Education	133
Director Culture, Climate and Student Services	133
Director Curriculum and Instruction	133
Director Early Childhood Education	133
Director Exceptional Education	133
Director Facility Services	133
Director Finance	133
Director Grants Compliance and Monitoring	133
Director Hospital Education	130
Director Information, Communication and Technology Services	133
Director Math Science Innovation Center	133

POSITION TITLE	PAY GRADE
Director Process Improvement	133
Director Procurement and Property Management	133
Director Pupil Transportation and Fleet Management	133
Director Safety and Security	133
Director School Nutrition Services	133
Director Strategic Initiatives and Innovations	133
Director Teacher and Leader Pathways	133
Director Virginia Treatment Center	130
Electrician	113
Energy Management Analyst	115
Equipment Operator	108
Executive Director Finance and Budget	135
Executive Office Associate I	114
Executive Office Associate II	116
Facilities Planner	125
Family Service Advocate	113
Family Service Assistant	106
Family Service Worker	110
Financial Analyst	123
Fiscal Associate I	111
Fiscal Associate II	115
Food Service Assistant	102
Food Service Assistant Charter School	102
Freshman Orientation Coach	122
Grant Writer	119
Health Coordinator VPI	117
Health Specialist	116
Health Specialist VPI Plus	116
Hearing Officer	130
Human Resources Associate	113
Human Resources Specialist	115
HVAC Technician I	113
HVAC Technician II	115
In School Suspension Assistant II	107
In School Suspension Assistant III	108

POSITION TITLE	PAY GRADE
Instructional Assessment Analyst	121
Instructional Assistant I	106
Instructional Assistant II	107
Instructional Assistant III	108
Instructional Specialist	123
Labor Trades Crew Leader	108
Lead Coach VPI Plus	123
Lead Coordinator Curriculum and Instruction	128
Lead Equipment Operator	110
Lead Health and Family Services Specialist	118
Lead Instructor Adult Education	116
Lead Instructor GED	116
Lead Parent and Community Liaison	118
Licensed Practical Nurse	117.1
Maintenance Worker	108
Manager Custodial Services	120
Manager Fleet Services	121
Manager Grants Compliance	130
Manager Early Head Start/Head Start	130
Manager Human Resources	130
Manager Information Communication Technology Services	130
Manager Instructional Innovation	130
Manager Preschool Centers	130
Manager Professional Development	130
Manager Pupil Enrollment Services	130
Manager School Climate and Culture Strategy	130
Manager School Improvement and Innovation	130
Manager School Nutrition I	113
Manager School Nutrition II	114
Manager School Nutrition III	115
Manager State and Local Grants	130
Manager Student Supports and Interventions	130
Manager Testing and Data	130
McKinney Vento Family Resource Navigator	117
Military Instructor	122

POSITION TITLE	PAY GRADE
Military Property Custodian	122
Night Security	114
Nurse Aide	104
Nurse Assistant	106
Office Associate I	104
Office Associate II	108
Office Associate III	109
Operations Assistant	116
Parent and Community Liaison	115
Payroll Technician I	111
Payroll Technician II	115
Plumber	113
Positive Behavior Intervention Support Coach	116
Principal Director	133
Principal I	131.1
Principal II	132.1
Principal III	133.1
Procurement Officer I	118
Procurement Officer II	120
Procurement Officer III	123
Program Coordinator VPI Plus	125
Program Monitor Head Start	116
Project Coordinator	121
Property Specialist	112
Radio Dispatcher	113
Records Technician	105
Regional Program Manager	130
Registered Nurse	123.1
Safety Trainer	116
Safety/Training Associate	112
Security Specialist	112
Senior Account Technician	109
Senior Accountant	121
Senior Budget Planning Analyst	130
Senior Data Technician	113

POSITION TITLE	PAY GRADE
Senior Human Resources Specialist	124
Senior Systems Analyst	125
Senior Violence Prevention/Attendance Specialist	118
Service Desk Supervisor	117
Service Desk Technician	114
Specialist Early Head Start	115
Specialist Family Involvement	123
Specialist McKinney Vento Homeless Education	123
Specialist Multimedia Design	123
Specialist Regional Adult Instruction	123
Specialist Welcome Center	118
Staff Accountant	119
Street Supervisor	116
Structural Technician II	113
Student Records Technician	113
Superintendent	140
Supervisor Computer Services	121
Supervisor Plumbing/HVAC/Electrical	121
Supervisor Property Management	116
Supervisor Pupil Transportation	121
Supervisor School Nutrition	121
Supervisor Structural	121
Supervisor Technical Services	126
Sustainability Associate	113
Systems Programmer Analyst	124
Technology Project Resource Coordinator	123
Telecommunications Technician	116
Transportation Management Specialist	115
Transportation Routing Planner	110
Violence Prevention/Attendance Specialist	116
Zone Supervisor	116

GRADE	JOB TITLE	HOURS	DAYS	FLSA
102	Food Service Assistant	4	183	N
	Food Service Assistant	5	183	N
	Food Service Assistant	6	183	N
	Food Service Assistant	7	183	N
	Food Service Assistant Charter School	7	191	N
103	Custodian	8	260	N
104	Nurse Aide	7	191	N
	Office Associate I	7	191	N
105	Custodian Crew Leader	8	260	N
	Records Technician	8	260	N
106	Automotive Service Worker	8	260	N
	Family Service Assistant	7	191	N
	Instructional Assistant I	7	191	N
	Instructional Assistant I	8	260	N
	Nurse Assistant	7	191	N
107	Bus Monitor	6	184	N
	Custodial Maintenance Worker	8	260	N
	Delivery Driver/Utility	8	260	N
	In School Suspension Assistant II	7	191	N
	Instructional Assistant II	7	191	N
	Instructional Assistant II	7	216	N
108	Account Clerk	8	260	N
	Automotive Parts Clerk	8	260	N
	Equipment Operator	8	260	N
	In School Suspension Assistant III	7	191	N
	Instructional Assistant III	7	191	N
	Instructional Assistant III	7	216	N
	Labor Trades Crew Leader	8	260	N
	Maintenance Worker	8	260	N
	Office Associate II	8	201	N
	Office Associate II	8	216	N
	Office Associate II	8	260	N

GRADE	JOB TITLE	HOURS	DAYS	FLSA
109	Automotive Mechanic Technician I	8	260	N
	Bus Operator	6	184	N
	Bus Operator	7	184	N
	Bus Operator	8	184	N
	Office Associate III	8	201	N
	Office Associate III	8	216	N
	Office Associate III	8	260	N
	Senior Account Technician	8	260	N
110	Automotive Mechanic Technician II	8	260	N
	Carpenter	8	260	N
	Family Service Worker	8	260	N
	Lead Equipment Operator	8	260	N
	Transportation Routing Planner	8	260	N
111	Accounts Payable Technician I	8	260	N
	Automotive Mechanic Technician III	8	260	N
	Fiscal Associate I	8	260	N
	Payroll Technician I	8	260	N
112	Administrative Office Associate	8	201	N
	Administrative Office Associate	8	216	N
	Administrative Office Associate	8	260	N
	Automotive Mechanic Lead Technician	8	260	N
	Property Specialist	8	260	N
	Safety/Training Associate	8	260	N
	Security Specialist	8	201	N
113	Electrician	8	260	N
	Family Service Advocate	7	191	N
	Human Resources Associate	8	260	N
	HVAC Technician I	8	260	N
	Manager School Nutrition I*	8	191	N
	Plumber	8	260	N
	Radio Dispatcher	8	260	N
	Senior Data Technician	8	260	N

GRADE	JOB TITLE	HOURS	DAYS	FLSA
113	Structural Technician II	8	260	N
	Student Records Technician	8	260	N
	Sustainability Associate	8	260	N
114	Desktop Technician	8	260	N
	Executive Office Associate I	8	260	N
	Manager School Nutrition II*	8	191	N
	Night Security	8	260	N
	Service Desk Technician	8	260	N
115	Accounts Payable Technician II	8	260	N
	Bilingual Parent and Community Liaison	8	201	N
	Bilingual Parent and Community Liaison	8	260	N
	Energy Management Analyst	8	260	N
	Fiscal Associate II	8	260	N
	Human Resources Specialist	8	260	N
	HVAC Technician II	8	260	N
	Manager School Nutrition III*	8	191	N
	Parent and Community Liaison	8	201	N
	Payroll Technician II	8	260	N
	Specialist Early Head Start	8	260	E
	Transportation Management Specialist	8	260	N
116	Assistant Executive School Board	8	260	N
	Executive Office Associate II	8	260	N
	Health Specialist VPI Plus	7	191	N
	Health Specialist	8	260	E
	Lead GED Instructor	7	216	E
	Lead Instructor Adult Education	8	216	E
	Operations Assistant	8	201	N
	Operations Assistant	8	216	N
	Operations Assistant	8	260	N
	Positive Behavior Intervention Support Coach	8	216	N
	Program Monitor Head Start	8	216	N

<sup>\*</sup>See page 16 for definitions.

GRADE	JOB TITLE	HOURS	DAYS	FLSA
116	Safety Trainer	8	260	E
	Street Supervisor	8	260	N
	Supervisor Property Management	8	260	N
	Telecommunications Technician	8	260	N
	Violence Prevention/Attendance Specialist	8	191	N
	Zone Supervisor	8	216	N
	Zone Supervisor	8	260	N
117	Health Coordinator VPI	8	191	E
	McKinney Vento Family Resource Navigator	8	216	E
	Service Desk Supervisor	8	260	E
117.1	Licensed Practical Nurse	7	201	E
118	Administrative Assistant	8	260	Е
	Lead Health and Family Services Specialist	8	260	Е
	Lead Parent and Community Liaison	8	260	Е
	Procurement Officer I	8	260	Е
	Senior Violence Prevention/Attendance Specialist	8	260	Е
	Specialist Welcome Center	8	260	Е
119	Grant Writer	8	260	Е
	Staff Accountant	8	260	Е
120	Manager Custodial Services	8	260	Е
	Procurement Officer II	8	260	Е
121	Instructional Assessment Analyst	8	216	Е
	Manager Fleet Services	8	260	E
	Project Coordinator	8	260	Е
	Senior Accountant	8	260	E
	Supervisor Computer Services	8	260	Е
	Supervisor Plumbing/HVAC/Electrical	8	260	Е
	Supervisor Pupil Transportation	8	260	E
	Supervisor School Nutrition	8	216	Е
	Supervisor Structural	8	260	E
122	Freshman Orientation Coach	8	201	E
	Military Instructor	8	201	Е

GRADE	JOB TITLE	HOURS	DAYS	FLSA
122	Military Instructor	8	216	E
	Military Instructor	8	260	E
	Military Property Custodian	8	260	E
123	Application Administrator	8	260	Е
	Auditor	8	260	E
	Budget Planning Analyst	8	260	E
	Financial Analyst	8	260	E
	Instructional Specialist	8	260	E
	Lead Coach VPI Plus	8	260	E
	Procurement Officer III	8	260	E
	Specialist Family Involvement	7	216	Е
	Specialist McKinney Vento Homeless Education	8	216	E
	Specialist Multimedia Design	8	260	E
	Specialist Regional Adult Instruction	8	260	Е
	Technology Project Resource Coordinator	8	260	E
123.1	Registered Nurse	8	201	Е
124	AS/400 Administrator	8	260	E
	Communications and Media Relations Specialist	8	260	E
	Dietitian	8	260	E
	Senior Human Resources Specialist	8	260	E
	Systems Programmer Analyst	8	260	E
125	Accounting Manager	8	260	E
	Coordinator Community Partnerships	8	260	E
	Coordinator Counselor and Career Pathways	8	260	E
	Coordinator English Learner Success	8	260	E
	Coordinator Exceptional Education	8	260	E
	Coordinator Family and Community Engagement	8	260	E
	Coordinator Gifted and Talented	8	260	E
	Coordinator Head Start	8	260	E
	Coordinator Media and Technology	8	260	E
	Coordinator Risk Management	8	260	E

GRADE	JOB TITLE	HOURS	DAYS	FLSA
125	Coordinator Saturday/Summer/Special Programs	8	216	Е
	Coordinator School Health	8	260	Е
	Coordinator Student and Family Services	8	260	E
	Coordinator Student Conduct	8	260	E
	Coordinator Student Experiences	8	260	E
	Coordinator Teaching and Learning, English Language Acquisition	8	260	E
	Coordinator Teaching and Learning, Mathematics	8	260	Е
	Coordinator Welcome Center and Family Advocacy	8	260	E
	Director Army Instruction	8	260	E
	Facilities Planner	8	260	E
	Program Coordinator VPI Plus	8	260	E
	Senior Systems Analyst	8	260	E
126	Supervisor Technical Services	8	260	E
128	Assistant Principal I*	8	216	E
	Assistant Principal I*	8	260	E
	Lead Coordinator Curriculum and Instruction	8	260	E
129	Assistant Principal II*	8	216	E
	Assistant Principal II*	8	260	E
	Clerk School Board	8	260	E
130	Assistant Principal III*	8	216	E
	Assistant Principal III*	8	260	E
	Director Hospital Education	8	260	E
	Director Virginia Treatment Center	8	260	E
	Hearing Officer	8	260	E
	Manager Grants Compliance	8	260	Е
	Manager Early Head Start/Head Start	8	260	Е
	Manager Human Resources	8	260	Е
	Manager Information Communication Technology Services	8	260	Е
	Manager Instructional Innovation	8	260	Е
	Manager Preschool Centers	8	260	Е

<sup>\*</sup>See page 16 for definitions.

GRADE	JOB TITLE	HOURS	DAYS	FLSA
130	Manager Professional Development	8	260	E
	Manager Pupil Enrollment Services	8	260	E
	Manager School Climate and Culture Strategy	8	260	E
	Manager School Improvement and Innovation	8	260	E
	Manager State and Local Grants	8	260	E
	Manager Student Supports and Interventions	8	130	E
	Manager Testing and Data	8	260	E
	Regional Program Manager	8	260	E
	Senior Budget Planning Analyst	8	260	E
131.1	Principal I*	8	260	E
132.1	Principal II*	8	260	E
133	Director Academic Operations	8	260	Е
	Director Advocacy and Outreach	8	260	E
	Director Assessment, Research and Evaluation	8	260	Е
	Director Career and Technical Education	8	260	Е
	Director Culture, Climate and Student Services	8	260	Е
	Director Curriculum and Instruction	8	260	Е
	Director Early Childhood Education	8	260	Е
	Director Exceptional Education	8	260	E
	Director Facility Services	8	260	Е
	Director Finance	8	260	Е
	Director Grants Monitoring and Compliance	8	260	E
	Director Information, Communication and Technology Services	8	260	Е
	Director Math Science Innovation Center	8	260	E
	Director Process Improvement	8	260	Е
	Director Procurement and Property Management	8	260	Е
	Director Pupil Transportation and Fleet Management	8	260	Е
	Director Safety and Security	8	260	Е
	Director School Nutrition Services	8	260	Е
	Director Strategic Initiatives and Innovations	8	260	E
	Director Teacher and Leader Pathways	8	260	E

<sup>\*</sup>See page 16 for definitions.

GRADE	JOB TITLE	HOURS	DAYS	FLSA
133	Principal Director	8	260	E
133.1	Principal III*	8	260	E
135	Executive Director Finance and Budget	8	260	E
139	Chief Academic Officer	8	260	E
	Chief Engagement Officer	8	260	E
	Chief of Staff	8	260	E
	Chief Operating Officer	8	260	E
	Chief Schools Officer	8	260	E
	Chief Talent Officer	8	260	E
140	Superintendent	8	260	E

### Position Title Definitions Effective July 1, 2019

Principal I	Elementary schools and schools with ADM under 250*
Principal II	Middle schools
Principal III	High schools + 6-12 schools + schools with multiple locations + schools with ADM over 750*

<sup>\*</sup>ADM is the primary consideration in determining principal classification. ADM will be calculated on the March VDOE submission each year.

	Charter School
	Detention Center
Assistant Principal I	Elementary
Assistant Principal I	Franklin Military
	Open High
	Richmond Community High
	Amelia Street
Assistant Principal II	Middle
	RCEEA
	High
Assistant Principal III	Richmond Alternative School
	Richmond Technical Center

	Elementary
	Franklin Military
Manager School Nutrition I	Open High
Wanager School Nutrition i	Amelia Street
	Richmond Alternative School
	Richmond Community High
Manager School Nutrition II	Middle
Manager School Nutrition III	High
ivialiagei School Nutrition iii	Richmond Technical Center

### Positions Assigned to the Teacher Pay Schedule 8 Hours

#### FLSA = Exempt Effective July 1, 2019

Academic Interventionist Art Therapist Audiologist Behavioral Specialist Coach VPI Plus Coordinator International Baccalaureate Program Curriculum Coach Head Start Dean Administrative Dean Academic Supports and School Culture Educational Consultant Interpreter Intervention Specialist Lead Occupational Therapist Librarian Media Specialist Occupational Therapist Physical Therapist Physical Therapist School Counselor School Counselor School Counselor Department Head Senior Psychologist Senior Speech Pathologist Social Worker Specialist Child Development Speech Pathologist Teacher Teacher Department Head Vocational Evaluator	
Art Therapist Audiologist Behavioral Specialist Coach VPI Plus Coordinator International Baccalaureate Program Curriculum Coach Head Start Dean Administrative Dean Academic Supports and School Culture Educational Consultant Interpreter Intervention Specialist Lead Occupational Therapist Librarian Media Specialist Occupational Therapist Physical Therapist Psychologist School Counselor School Counselor Department Head Senior Psychologist Senior Speech Pathologist Social Worker Specialist Child Development Speech Pathologist Teacher Teacher Department Head	Academic Coordinator
Audiologist Behavioral Specialist Coach VPI Plus Coordinator International Baccalaureate Program Curriculum Coach Head Start Dean Administrative Dean Academic Supports and School Culture Educational Consultant Interpreter Intervention Specialist Lead Occupational Therapist Librarian Media Specialist Occupational Therapist Physical Therapist Psychologist School Counselor School Counselor Department Head Senior Psychologist Senior Speech Pathologist Social Worker Specialist Child Development Speech Pathologist Teacher Teacher Department Head	Academic Interventionist
Behavioral Specialist Coach VPI Plus Coordinator International Baccalaureate Program Curriculum Coach Head Start Dean Administrative Dean Academic Supports and School Culture Educational Consultant Interpreter Intervention Specialist Lead Occupational Therapist Librarian Media Specialist Occupational Therapist Physical Therapist Physical Therapist Psychologist School Counselor School Counselor Department Head Senior Psychologist Senior Speech Pathologist Social Worker Specialist Child Development Speech Pathologist Teacher Teacher Department Head	Art Therapist
Coach VPI Plus Coordinator International Baccalaureate Program Curriculum Coach Head Start Dean Administrative Dean Academic Supports and School Culture Educational Consultant Interpreter Intervention Specialist Lead Occupational Therapist Librarian Media Specialist Occupational Therapist Physical Therapist Psychologist School Counselor School Counselor Department Head Senior Psychologist Senior Social Worker Senior Speech Pathologist Social Worker Specialist Child Development Speech Pathologist Teacher Teacher Department Head	Audiologist
Coordinator International Baccalaureate Program Curriculum Coach Head Start Dean Administrative Dean Academic Supports and School Culture Educational Consultant Interpreter Intervention Specialist Lead Occupational Therapist Librarian Media Specialist Occupational Therapist Physical Therapist Physical Therapist Psychologist School Counselor School Counselor Department Head Senior Psychologist Senior Social Worker Senior Speech Pathologist Social Worker Specialist Child Development Speech Pathologist Teacher Teacher Department Head	Behavioral Specialist
Curriculum Coach Head Start  Dean Administrative  Dean Academic Supports and School Culture  Educational Consultant  Interpreter  Intervention Specialist  Lead Occupational Therapist  Librarian Media Specialist  Occupational Therapist  Physical Therapist  Psychologist  School Counselor  School Counselor Department Head  Senior Psychologist  Senior Social Worker  Senior Speech Pathologist  Social Worker  Specialist Child Development  Speech Pathologist  Teacher  Teacher Department Head	Coach VPI Plus
Dean Administrative  Dean Academic Supports and School Culture  Educational Consultant  Interpreter  Intervention Specialist  Lead Occupational Therapist  Librarian Media Specialist  Occupational Therapist  Physical Therapist  Psychologist  School Counselor  School Counselor Department Head  Senior Psychologist  Senior Social Worker  Senior Speech Pathologist  Social Worker  Specialist Child Development  Speech Pathologist  Teacher  Teacher Department Head	Coordinator International Baccalaureate Program
Dean Academic Supports and School Culture  Educational Consultant  Interpreter  Intervention Specialist  Lead Occupational Therapist  Librarian Media Specialist  Occupational Therapist  Physical Therapist  Psychologist  School Counselor  School Counselor Department Head  Senior Psychologist  Senior Social Worker  Senior Speech Pathologist  Social Worker  Specialist Child Development  Speech Pathologist  Teacher  Teacher Department Head	Curriculum Coach Head Start
Educational Consultant Interpreter Intervention Specialist Lead Occupational Therapist Librarian Media Specialist Occupational Therapist Physical Therapist Psychologist School Counselor School Counselor Department Head Senior Psychologist Senior Social Worker Senior Speech Pathologist Social Worker Specialist Child Development Speech Pathologist Teacher Teacher Department Head	Dean Administrative
Interpreter  Intervention Specialist  Lead Occupational Therapist  Librarian Media Specialist  Occupational Therapist  Physical Therapist  Psychologist  School Counselor  School Counselor Department Head  Senior Psychologist  Senior Social Worker  Senior Speech Pathologist  Social Worker  Specialist Child Development  Speech Pathologist  Teacher  Teacher Department Head	Dean Academic Supports and School Culture
Intervention Specialist  Lead Occupational Therapist  Librarian Media Specialist  Occupational Therapist  Physical Therapist  Psychologist  School Counselor  School Counselor Department Head  Senior Psychologist  Senior Social Worker  Senior Speech Pathologist  Social Worker  Specialist Child Development  Speech Pathologist  Teacher  Teacher Department Head	Educational Consultant
Lead Occupational Therapist  Librarian Media Specialist  Occupational Therapist  Physical Therapist  Psychologist  School Counselor  School Counselor Department Head  Senior Psychologist  Senior Social Worker  Senior Speech Pathologist  Social Worker  Specialist Child Development  Speech Pathologist  Teacher  Teacher Department Head	Interpreter
Librarian Media Specialist  Occupational Therapist  Physical Therapist  Psychologist  School Counselor  School Counselor Department Head  Senior Psychologist  Senior Social Worker  Senior Speech Pathologist  Social Worker  Specialist Child Development  Speech Pathologist  Teacher  Teacher Department Head	Intervention Specialist
Occupational Therapist Physical Therapist Psychologist School Counselor School Counselor Department Head Senior Psychologist Senior Social Worker Senior Speech Pathologist Social Worker Specialist Child Development Speech Pathologist Teacher Teacher Department Head	Lead Occupational Therapist
Physical Therapist Psychologist School Counselor School Counselor Department Head Senior Psychologist Senior Social Worker Senior Speech Pathologist Social Worker Specialist Child Development Speech Pathologist Teacher Teacher Department Head	Librarian Media Specialist
Psychologist School Counselor School Counselor Department Head Senior Psychologist Senior Social Worker Senior Speech Pathologist Social Worker Specialist Child Development Speech Pathologist Teacher Teacher Department Head	Occupational Therapist
School Counselor School Counselor Department Head Senior Psychologist Senior Social Worker Senior Speech Pathologist Social Worker Specialist Child Development Speech Pathologist Teacher Teacher Department Head	Physical Therapist
School Counselor Department Head Senior Psychologist Senior Social Worker Senior Speech Pathologist Social Worker Specialist Child Development Speech Pathologist Teacher Teacher Department Head	Psychologist
Senior Psychologist Senior Social Worker Senior Speech Pathologist Social Worker Specialist Child Development Speech Pathologist Teacher Teacher Department Head	School Counselor
Senior Social Worker Senior Speech Pathologist Social Worker Specialist Child Development Speech Pathologist Teacher Teacher Department Head	School Counselor Department Head
Senior Speech Pathologist Social Worker Specialist Child Development Speech Pathologist Teacher Teacher Department Head	Senior Psychologist
Social Worker Specialist Child Development Speech Pathologist Teacher Teacher Department Head	Senior Social Worker
Specialist Child Development  Speech Pathologist  Teacher  Teacher Department Head	Senior Speech Pathologist
Speech Pathologist Teacher Teacher Department Head	Social Worker
Teacher Teacher Department Head	Specialist Child Development
Teacher Department Head	Speech Pathologist
	Teacher
Vocational Evaluator	Teacher Department Head
	Vocational Evaluator

## Teacher Pay Schedule Effective July 1, 2019

YEARS	GRADE	095	195	295	100	200	300	110	210	310	120	220	320
OF	DEGREE	В	М	M+30	В	М	M+30	В	М	M+30	В	М	M+30
EXPERIENCE	DAYS	200	200	200	210	210	210	230	230	230	260	260	260
0	Step 00	\$46,397	\$48,717	\$51,144	\$48,717	\$51,153	\$53,701	\$53,357	\$56,024	\$58,815	\$60,317	\$63,332	\$66,487
1	Step 01	\$46,941	\$49,288	\$51,741	\$49,288	\$51,752	\$54,328	\$53,982	\$56,681	\$59,502	\$61,024	\$64,074	\$67,263
2	Step 02	\$47,489	\$49,864	\$52,347	\$49,864	\$52,358	\$54,964	\$54,613	\$57,344	\$60,199	\$61,736	\$64,824	\$68,051
3	Step 03	\$48,045	\$50,447	\$52,961	\$50,448	\$52,970	\$55,609	\$55,252	\$58,014	\$60,905	\$62,459	\$65,582	\$68,849
4	Step 04	\$48,608	\$51,037	\$53,579	\$51,038	\$53,588	\$56,257	\$55,899	\$58,692	\$61,615	\$63,190	\$66,347	\$69,652
5	Step 05	\$49,176	\$51,634	\$54,207	\$51,635	\$54,216	\$56,917	\$56,553	\$59,379	\$62,338	\$63,929	\$67,124	\$70,469
6	Step 06	\$49,751	\$52,237	\$54,841	\$52,239	\$54,849	\$57,583	\$57,214	\$60,073	\$63,068	\$64,676	\$67,909	\$71,294
7	Step 07	\$50,334	\$52,849	\$55,482	\$52,851	\$55,492	\$58,256	\$57,884	\$60,777	\$63,804	\$65,434	\$68,704	\$72,127
8	Step 08	\$50,923	\$53,467	\$56,131	\$53,469	\$56,141	\$58,937	\$58,562	\$61,487	\$64,551	\$66,200	\$69,507	\$72,970
9	Step 09	\$51,519	\$54,094	\$56,788	\$54,094	\$56,798	\$59,627	\$59,246	\$62,208	\$65,306	\$66,974	\$70,322	\$73,824
10	Step 10	\$52,120	\$54,726	\$57,453	\$54,726	\$57,462	\$60,326	\$59,938	\$62,935	\$66,071	\$67,756	\$71,144	\$74,689
11	Step 11	\$52,730	\$55,367	\$58,125	\$55,366	\$58,135	\$61,031	\$60,639	\$63,672	\$66,844	\$68,549	\$71,977	\$75,562
12	Step 12	\$53,348	\$56,016	\$58,805	\$56,015	\$58,816	\$61,745	\$61,350	\$64,418	\$67,625	\$69,352	\$72,820	\$76,446
13	Step 13	\$53,972	\$56,671	\$59,493	\$56,671	\$59,504	\$62,467	\$62,068	\$65,171	\$68,417	\$70,164	\$73,672	\$77,341
14	Step 14	\$54,602	\$57,334	\$60,189	\$57,332	\$60,201	\$63,199	\$62,793	\$65,934	\$69,217	\$70,983	\$74,534	\$78,246
15	Step 15	\$55,243	\$58,003	\$60,894	\$58,005	\$60,904	\$63,938	\$63,529	\$66,704	\$70,028	\$71,816	\$75,404	\$79,162
16	Step 16	\$55,888	\$58,683	\$61,606	\$58,682	\$61,617	\$64,687	\$64,271	\$67,486	\$70,847	\$72,654	\$76,288	\$80,088
17	Step 17	\$56,543	\$59,369	\$62,325	\$59,370	\$62,338	\$65,442	\$65,024	\$68,275	\$71,674	\$73,506	\$77,180	\$81,023
18	Step 18	\$57,204	\$60,063	\$63,055	\$60,064	\$63,067	\$66,207	\$65,785	\$69,073	\$72,513	\$74,365	\$78,082	\$81,971
19	Step 19	\$57,874	\$60,766	\$63,794	\$60,767	\$63,804	\$66,984	\$66,555	\$69,881	\$73,363	\$75,236	\$78,996	\$82,932
20	Step 20	\$58,549	\$61,477	\$64,540	\$61,477	\$64,550	\$67,767	\$67,332	\$70,698	\$74,221	\$76,114	\$79,920	\$83,902
21	Step 21	\$59,235	\$62,198	\$65,294	\$62,197	\$65,307	\$68,558	\$68,121	\$71,527	\$75,088	\$77,006	\$80,857	\$84,882
22	Step 22	\$59,927	\$62,925	\$66,058	\$62,924	\$66,071	\$69,361	\$68,917	\$72,363	\$75,967	\$77,906	\$81,802	\$85,875
23	Step 23	\$60,630	\$63,660	\$66,833	\$63,661	\$66,843	\$70,174	\$69,724	\$73,209	\$76,857	\$78,819	\$82,758	\$86,882
24	Step 24	\$61,339	\$64,406	\$67,613	\$64,405	\$67,626	\$70,994	\$70,539	\$74,067	\$77,755	\$79,740	\$83,728	\$87,897
25	Step 25	\$62,058	\$65,160	\$68,404	\$65,160	\$68,418	\$71,825	\$71,366	\$74,934	\$78,665	\$80,675	\$84,708	\$88,926
26	Step 26	\$62,783	\$65,922	\$69,206	\$65,922	\$69,218	\$72,666	\$72,200	\$75,810	\$79,587	\$81,617	\$85,699	\$89,967
27	Step 27	\$63,518	\$66,693	\$70,015	\$66,694	\$70,027	\$73,516	\$73,046	\$76,696	\$80,518	\$82,573	\$86,700	\$91,020
28	Step 28	\$64,260	\$67,473	\$70,833	\$67,473	\$70,847	\$74,375	\$73,899	\$77,594	\$81,458	\$83,538	\$87,715	\$92,083
29	Step 29	\$65,012	\$68,262	\$71,663	\$68,262	\$71,675	\$75,246	\$74,763	\$78,502	\$82,413	\$84,515	\$88,741	\$93,162
30	Step 30	\$65,774	\$69,062	\$72,502	\$69,062	\$72,515	\$76,127	\$75,640	\$79,421	\$83,377	\$85,506	\$89,780	\$94,252
31	Step 31	\$66,542	\$69,869	\$73,348	\$69,869	\$73,362	\$77,016	\$76,523	\$80,349	\$84,351	\$86,505	\$90,830	\$95,353
32	Step 32	\$67,321	\$70,687	\$74,207	\$70,687	\$74,221	\$77,918	\$77,419	\$81,290	\$85,338	\$87,517	\$91,893	\$96,470
33	Step 33	\$68,108	\$71,513	\$75,075	\$71,513	\$75,089	\$78,828	\$78,324	\$82,240	\$86,336	\$88,540	\$92,967	\$97,597
34	Step 34	\$68,905	\$72,349	\$75,954	\$72,350	\$75,967	\$79,752	\$79,241	\$83,202	\$87,347	\$89,576	\$94,054	\$98,741
35	Step 35	\$69,712	\$73,196	\$76,842	\$73,198	\$76,856	\$80,684	\$80,169	\$84,175	\$88,368	\$90,626	\$95,155	\$99,895
36	Step 36	\$70,526	\$74,053	\$77,742	\$74,052	\$77,756	\$81,629	\$81,105	\$85,161	\$89,404	\$91,684	\$96,269	\$101,065
37	Step 37	\$71,352	\$74,920	\$78,651	\$74,920	\$78,666	\$82,583	\$82,055	\$86,158	\$90,448	\$92,758	\$97,396	\$102,246
38	Step 38	\$72,187	\$75,796	\$79,572	\$75,796	\$79,585	\$83,550	\$83,014	\$87,165	\$91,507	\$93,842	\$98,534	\$103,443
39	Step 39	\$73,031	\$76,684	\$80,503	\$76,683	\$80,518	\$84,528	\$83,986	\$88,186	\$92,578	\$94,940	\$99,689	\$104,654
40	Step 40	\$73,886	\$77,580	\$81,444	\$77,580	\$81,459	\$85,516	\$84,969	\$89,217	\$93,661	\$96,052	\$100,853	\$105,877
41	Step 41	\$74,751	\$78,488	\$82,398	\$78,489	\$82,412	\$86,518	\$85,964	\$90,261	\$94,758	\$97,177	\$102,034	\$107,117
42	Step 42	\$75,625	\$79,407	\$83,362	\$79,406	\$83,377	\$87,530	\$86,968	\$91,318	\$95,866	\$98,312	\$103,229	\$108,371
43	Step 43	\$76,510	\$80,336	\$84,336	\$80,336	\$84,353	\$88,553	\$87,987	\$92,386	\$96,987	\$99,464	\$104,437	\$109,637
44	Step 44	\$77,405	\$81,275	\$85,323	\$81,275	\$85,339	\$89,589	\$89,015	\$93,467	\$98,122	\$100,626	\$105,658	\$110,920
45	Step 45	\$78,311	\$82,225	\$86,322	\$82,226	\$86,336	\$90,638	\$90,058	\$94,559	\$99,271	\$101,804	\$106,892	\$112,219

												Ste	ps									
Pay	Dave	Hours	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	
Grade	Days	nours		19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37
102	183	4		7.452	7,563	7.678	7,792	7,909	8.028	8.148	8.271	8,395	8,520	8.648	8.778	8.910	9.043	9.179	9.316	9.456	9,599	
102	100	7		9,743	9,888	10,036	10,188	10,340	10,496	10,652	10,813	10,975	11,139	11,306	11,476	11,648	11,822	12,001	12,180	12,363	12,548	12,697
		5		9,315	9,454	9,597	9.741	9.887	10.035	10,186	10,338	10,494	10,650	10,811	10,973	11,137	11.304	11.474	11.646	11.820	11.997	
		Ŭ		12,178	12,361	12,546	12,734	12,925	13,119	13,316	13,516	13,719	13,924	14,133	14,345	14,560	14,778	15,000	15,225	15,453	15,685	15,871
		6		11,178	11,345	11,515	11,688	11,864	12,042	12,222	12,405	12,592	12,781	12,973	13,168	13,364	13,565	13,769	13,975	14,185	14,397	
				14,614	14,833	15,056	15,281	15,510	15,743	15,979	16,218	16,461	16,709	16,960	17,214	17,472	17,735	18,000	18,270	18,544	18,822	19,046
		7		13,041	13,237	13,435	13,636	13,841	14,049	14,259	14,474	14,691	14,911	15,135	15,361	15,592	15,826	16,063	16,304	16,549	16,797	
				17,049	17,305	17,565	17,828	18,095	18,367	18,642	18,922	19,205	19,494	19,786	20,083	20,384	20,690	21,001	21,315	21,635	21,960	22,219
	191	7		13,611	13,815	14,022	14,233	14,447	14,663	14,882	15,106	15,333	15,562	15,796	16,033	16,274	16,518	16,765	17,017	17,272	17,532	
				17,794	18,061	18,332	18,607	18,886	19,169	19,457	19,749	20,045	20,346	20,652	20,961	21,276	21,594	21,918	22,247	22,581	22,920	23,190
		8		15,555	15,789	16,026	16,266	16,510	16,758	17,009	17,264	17,523	17,786	18,053	18,324	18,599	18,878	19,161	19,448	19,740	20,036	
				20,336	20,641	20,951	21,265	21,585	21,908	22,237	22,570	22,909	23,252	23,601	23,955	24,314	24,679	25,050	25,426	25,807	26,194	26,504
	260	8		21,175	21,493	21,815	22,142	22,475	22,811	23,153	23,502	23,854	24,211	24,575	24,944	25,317	25,697	26,083	26,474	26,871	27,274	
				27,683	28,098	28,520	28,947	29,382	29,823	30,270	30,724	31,184	31,653	32,128	32,609	33,098	33,594	34,099	34,610	35,129	35,657	36,079
103	191	7		14,299	14,514	14,731	14,953	15,177	15,405	15,635	15,870	16,108	16,350	16,595	16,844	17,097	17,353	17,613	17,878	18,146	18,417	
		•		18,695	18,975	19,259	19,548	19,841	20,139	20,441	20,747	21,058	21,375	21,695	22,020	22,351	22,687	23,027	23,372	23,723	24,078	24,343
		8		16,342	16,587	16,836	17,089	17,345	17,605	17,869	18,137	18,409	18,685	18,965	19,251	19,539	19,832	20,129	20,431	20,738	21,049	
				21,364	21,686	22,010	22,341	22,675	23,016	23,361	23,712	24,067	24,429	24,794	25,167	25,544	25,927	26,317	26,711	27,112	27,519	27,820
	260	8		22,246	22,580	22,919	23,262	23,611	23,965	24,324	24,689	25,060	25,436	25,817	26,204	26,598	26,996	27,401	27,812	28,229	28,654	
				29,083	29,519	29,962	30,412	30,867	31,332	31,800	32,277	32,761	33,254	33,752	34,258	34,772	35,294	35,823	36,360	36,906	37,459	37,870
104	191	7		15,015	15,241	15,470	15,701	15,937	16,176	16,419	16,665	16,915	17,169	17,427	17,688	17,953	18,223	18,496	18,773	19,055	19,340	
		•		19,631	19,925	20,224	20,527	20,835	21,148	21,465	21,787	22,114	22,446	22,783	23,124	23,471	23,823	24,180	24,543	24,911	25,284	25,565
	201	8		18,059	18,330	18,605	18,884	19,167	19,455	19,747	20,043	20,344	20,648	20,958	21,273	21,592	21,916	22,245	22,579	22,918	23,260	
				23,610	23,964	24,323	24,688	25,059	25,435	25,816	26,203	26,596	26,995	27,400	27,811	28,228	28,652	29,081	29,518	29,961	30,410	30,747

												Ste	ps									
Pay	Dava	Центо	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	
Grade	Days	Hours		19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37
104	260	8		23,360	23,711	24,066	24,427	24,794	25,166	25,543	25,926	26,315	26,710	27,111	27,517	27,931	28,349	28,774	29,206	29,643	30,088	
				30,540	30,998	31,463	31,935	32,414	32,900	33,394	33,894	34,403	34,919	35,442	35,975	36,515	37,061	37,618	38,182	38,755	39,336	39,771
		_																				
105	191	7		15,760	15,997	16,237	16,480	16,727	16,979	17,233	17,491	17,754	18,020	18,291	18,565	18,843	19,126	19,412	19,704	20,000	20,299	00.040
				20,604	20,913	21,226	21,546	21,868	22,197	22,529	22,867	23,210	23,558	23,911	24,270	24,635	25,004	25,379	25,759	26,147	26,538	26,843
	201	8		18,955	19,239	19,528	19,820	20,118	20,420	20,726	21,037	21,352	21,672	21,998	22,327	22,662	23,003	23,348	23,698	24,054	24,414	
				24,780	25,152	25,530	25,912	26,301	26,696	27,096	27,502	27,915	28,333	28,759	29,190	29,628	30,072	30,523	30,981	31,446	31,918	32,283
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	260	8		24,518	24,886	25,260	25,639	26,023	26,413	26,810	27,212	27,619	28,035	28,455	28,881	29,315	29,755	30,201	30,654	31,113	31,580	
				32,054	32,535	33,023	33,518	34,021	34,532	35,049	35,575	36,109	36,650	37,199	37,758	38,324	38,899	39,483	40,075	40,676	41,287	41,760
106	191	7		16,547	16,795	17,047	17,303	17,563	17,825	18,093	18,365	18,640	18,919	19,203	19,492	19,783	20,081	20,382	20,688	20,998	21,313	
				21,632	21,957	22,286	22,621	22,960	23,304	23,654	24,008	24,369	24,734	25,105	25,482	25,864	26,252	26,646	27,046	27,452	27,863	28,178
		8		18,911	19,194	19,482	19,774	20,071	20,372	20,677	20,988	21,302	21,622	21,946	22,276	22,610	22,949	23,293	23,643	23,997	24,357	
				24,723	25,094	25,470	25,852	26,239	26,634	27,032	27,438	27,850	28,267	28,692	29,122	29,559	30,002	30,452	30,909	31,373	31,843	32,203
	216	7		18,713	18,993	19,279	19,567	19,860	20,159	20,461	20,768	21,080	21,396	21,717	22,042	22,373	22,708	23,049	23,395	23,746	24,102	
	210	,		24,464	24,830	25,203	25,581	25,965	26,355	26,750	27,151	27,559	27,972	28,391	28,817	29,249	29,688	30,134	30,586	31,044	31,510	31,865
				24,404	24,030	25,205	23,301	25,305	20,555	20,730	27,101	21,555	21,312	20,551	20,017	23,243	23,000	30,134	30,300	31,044	31,310	31,003
	260	8		25,742	26,128	26,520	26,918	27,322	27,732	28,148	28,570	28,999	29,433	29,875	30,323	30,777	31,240	31,709	32,183	32,666	33,157	
				33,654	34,159	34,671	35,191	35,719	36,255	36,799	37,351	37,911	38,480	39,057	39,643	40,237	40,841	41,453	42,076	42,706	43,347	43,836
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107	184	6		15,473	15,704	15,940	16,179	16,422	16,668	16,919	17,172	17,430	17,691	17,957	18,226	18,500	18,777	19,059	19,344	19,635	19,929	
		•		20,228	20,532	20,840	21,152	21,469	21,792	22,118	22,450	22,787	23,129	23,476	23,828	24,185	24,548	24,916	25,290	25,670	26,054	26,355
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	191	7		17,375	17,637	17,900	18,169	18,442	18,718	18,999	19,284	19,573	19,867	20,165	20,467	20,774	21,086	21,402	21,724	22,049	22,380	
				22,716	23,057	23,403	23,754	24,109	24,472	24,838	25,211	25,589	25,972	26,363	26,758	27,159	27,567	27,980	28,400	28,826	29,258	29,596
		8		19,857	20,156	20,458	20,765	21,076	21,392	21,713	22,039	22,370	22,705	23,046	23,391	23,743	24,099	24,459	24,827	25,199	25,577	
				25,961	26,350	26,746	27,147	27,554	27,968	28,387	28,812	29,245	29,684	30,129	30,581	31,039	31,505	31,977	32,457	32,944	33,438	33,824
	040	-		10.050	40.045	00.041	00.547	00.055	04.400	04 400	04.000	00.400	00.40=	00.004	00.440	00.400	00.04=	04.004	04.507	04.005	05.000	
	216	7		19,650	19,945	20,244	20,547	20,855	21,169	21,486	21,808	22,136	22,467	22,804	23,146	23,493	23,847	24,204	24,567	24,935	25,309	22.472
				25,689	26,074	26,466	26,862	27,265	27,674	28,089	28,510	28,939	29,373	29,813	30,260	30,715	31,175	31,643	32,117	32,600	33,088	33,470

												Ste	ps									
Pay	Dave	Цашта	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	
Grade	Days	Hours		19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37
107	260	8		27,031	27,437	27,848	28,266	28,691	29,120	29,558	30,001	30,451	30,907	31,371	31,841	32,319	32,804	33,296	33,795	34,303	34,817	
107	200	U		35,339	35,870	36,407	36,953	37,507	38,071	38,641	39,221	39,810	40,407	41,013	41,628	42,253	42,886	43,530	44,183	44,845	45,518	46,043
				30,009	33,070	30,407	30,333	31,301	30,071	30,041	33,221	33,010	40,407	41,013	41,020	42,233	42,000	43,330	44,103	44,043	43,310	40,043
108	191	7		18,246	18,520	18,798	19,080	19,366	19,657	19,951	20,251	20,555	20,863	21,176	21,493	21,815	22,143	22,476	22,812	23,154	23,502	
				23,855	24,212	24,576	24,944	25,318	25,697	26,084	26,474	26,872	27,274	27,684	28,099	28,521	28,948	29,383	29,824	30,271	30,725	31,071
		8		20,853	21,165	21,484	21,805	22,133	22,464	22,802	23,144	23,491	23,843	24,201	24,563	24,932	25,306	25,686	26,071	26,462	26,859	
		·		27,262	27,671	28,086	28,507	28,935	29,369	29,809	30,256	30,710	31,171	31,639	32,113	32,595	33,084	33,580	34,084	34,596	35,114	35,509
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	201	8		21,945	22,274	22,609	22,947	23,291	23,641	23,996	24,355	24,721	25,092	25,468	25,850	26,237	26,632	27,030	27,436	27,848	28,265	
				28,690	29,120	29,557	30,000	30,450	30,906	31,371	31,840	32,318	32,803	33,295	33,794	34,301	34,816	35,338	35,869	36,406	36,952	37,368
	216	7		20,635	20,944	21,258	21,577	21,901	22,229	22,563	22,901	23,245	23,593	23,948	24,307	24,672	25,041	25,417	25,798	26,185	26,578	
				26,977	27,382	27,791	28,209	28,632	29,061	29,497	29,940	30,389	30,844	31,308	31,778	32,253	32,738	33,229	33,727	34,233	34,746	35,267
		8		23,583	23,936	24,296	24,659	25,030	25,405	25,786	26,173	26,566	26,964	27,368	27,779	28,195	28,619	29,048	29,484	29,926	30,375	
				30,830	31,292	31,762	32,239	32,722	33,213	33,711	34,217	34,731	35,251	35,780	36,317	36,862	37,415	37,975	38,545	39,124	39,711	40,158
	260	8		28,387	28,812	29,245	29,683	30,129	30,580	31,039	31,505	31,977	32,456	32,944	33,438	33,940	34,448	34,965	35,490	36,022	36,565	
				37,111	37,667	38,233	38,806	39,388	39,978	40,579	41,187	41,805	42,432	43,068	43,714	44,370	45,036	45,711	46,397	47,093	47,799	48,338
		_																				
109	184	6		17,061	17,317	17,577	17,841	18,108	18,380	18,655	18,936	19,220	19,508	19,801	20,097	20,399	20,705	21,015	21,330	21,651	21,976	
				22,305	22,639	22,979	23,324	23,674	24,029	24,389	24,755	25,127	25,503	25,886	26,274	26,669	27,068	27,474	27,886	28,304	28,730	29,057
		7		19,905	20,203	20,506	20,814	21,126	21,444	21,765	22,091	22,423	22,759	23,101	23,447	23,799	24,156	24,518	24,886	25,259	25,638	
				26,023	26,413	26,809	27,212	27,619	28,034	28,454	28,881	29,314	29,754	30,201	30,653	31,113	31,580	32,054	32,535	33,022	33,517	33,899
		8		22,749	23,090	23,436	23,788	24,144	24,507	24,875	25,247	25,626	26,011	26,401	26,796	27,198	27,606	28,020	28,440	28,868	29,300	
		Ŭ		29,740	30,186	30,639	31,099	31,565	32,038	32,519	33,006	33,502	34,004	34,514	35,032	35,558	36,091	36,632	37,182	37,739	38,306	38,742
					•	•	•	•	•	•	•		•	•	•	•	•	•	•	•	•	
	191	7		19,159	19,446	19,739	20,035	20,335	20,640	20,950	21,264	21,583	21,907	22,236	22,569	22,907	23,251	23,599	23,954	24,313	24,678	
				25,048	25,423	25,805	26,192	26,585	26,984	27,389	27,800	28,216	28,639	29,069	29,505	29,948	30,397	30,853	31,316	31,786	32,263	32,630
		8		21,897	22,225	22,558	22,897	23,240	23,589	23,942	24,302	24,666	25,036	25,412	25,793	26,180	26,573	26,972	27,375	27,786	28,203	
				28.626	29.055	29.491	29.934	30.383	30.838	31.301	31.770	32.247	32.731	33.222	33.720	34.226	34.740	35.260	35.789	36.326	36.871	37.291

												Ste	ps									
Pay	Days	Hours	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	
Grade	Days	nours		19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37
400	004	0		02.042	02.200	02.720	04.000	04.457	04.004	05.400	05 574	05.050	00 047	00.740	07.444	07.550	07.000	00 204	00.000	00.044	00.070	
109	201	8		23,043	23,388	23,739	24,096	24,457	24,824	25,196	25,574	25,958	26,347	26,742	27,144	27,550	27,963	28,384	28,809	29,241	29,679	20.044
				30,125	30,577	31,036	31,502	31,973	32,453	32,940	33,434	33,935	34,444	34,961	35,486	36,018	36,558	37,107	37,663	38,228	38,801	39,244
	216	8		24,762	25,134	25,511	25,893	26,283	26,676	27,077	27,482	27,894	28,314	28,738	29,169	29,606	30,050	30,501	30,959	31,423	31,895	
				32,373	32,859	33,351	33,852	34,360	34,875	35,398	35,929	36,468	37,015	37,570	38,134	38,706	39,286	39,875	40,474	41,081	41,697	42,172
	200	0		20 207	20.054	20.707	24.460	24 625	20 440	20 500	22.004	22 577	24.004	24 500	25 444	25 620	26 472	26 744	27.005	27.005	20 200	
	260	8		29,807 38,968	30,254	30,707	31,168 40,748	31,635	32,110 41,979	32,592 42,609	33,081	33,577	34,081 44,555	34,592 45,223	35,111	35,638 46,590	36,173	36,714	37,265	37,825	38,392	E0 764
				30,900	39,552	40,145	40,746	41,359	41,979	42,009	43,248	43,897	44,555	45,223	45,902	40,090	47,289	47,999	48,719	49,449	50,191	50,764
110	216	8		25,997	26,387	26,783	27,185	27,593	28,006	28,426	28,852	29,286	29,725	30,171	30,623	31,082	31,549	32,022	32,503	32,990	33,484	
				33,987	34,497	35,014	35,539	36,073	36,613	37,162	37,721	38,286	38,861	39,443	40,035	40,636	41,245	41,863	42,492	43,129	43,776	44,279
	260	8		31,292	31,762	32,239	32,722	33,213	33,711	34,217	34,731	35,251	35,780	36,317	36,862	37,414	37,975	38,545	39,124	39,710	40,305	
				40,911	41,524	42,147	42,779	43,421	44,072	44,733	45,404	46,085	46,776	47,478	48,191	48,913	49,647	50,392	51,148	51,914	52,694	53,298
444	040	0		07.004	07.744	00.400	00.550	00.000	00.445	00.050	00.004	00.750	04.040	04.000	00.400	00.040	00.405	00.000	04.400	04.040	05.400	
111	216	8		27,304	27,714	28,129	28,552	28,980	29,415	29,856	30,304	30,758	31,219	31,688	32,163	32,646	33,135	33,632	34,136	34,648	35,168	40.400
				35,696	36,231	36,775	37,326	37,886	38,455	39,032	39,617	40,211	40,815	41,427	42,048	42,679	43,319	43,969	44,628	45,297	45,977	46,493
	260	8		32,866	33,359	33,859	34,367	34,883	35,406	35,938	36,476	37,023	37,579	38,143	38,715	39,296	39,885	40,483	41,090	41,707	42,332	
				42,967	43,611	44,266	44,930	45,604	46,288	46,982	47,687	48,402	49,128	49,865	50,613	51,372	52,143	52,926	53,719	54,525	55,343	55,964
112	191	7		22,179	22,512	22,850	23,193	23,541	23,894	24,252	24,616	24,985	25,360	25,740	26,126	26,518	26,916	27,320	27,730	28,146	28,568	
				28,997	29,431	29,872	30,320	30,775	31,237	31,705	32,181	32,664	33,154	33,651	34,156	34,669	35,188	35,716	36,252	36,796	37,348	37,771
		8		25,348	25,728	26,114	26,506	26,904	27,307	27,716	28,132	28,555	28,982	29,418	29,859	30,307	30,761	31,222	31,691	32,166	32,649	
		· ·		33,138	33,636	34,140	34,652	35,171	35,700	36,235	36,778	37,330	37,891	38,458	39,035	39,621	40,215	40,819	41,431	42,052	42,683	43,167
	201	8		26,675	27,076	27,481	27,893	28,312	28,737	29,168	29,605	30,049	30,500	30,958	31,422	31,893	32,372	32,857	33,350	33,850	34,358	
				34,874	35,397	35,927	36,466	37,013	37,568	38,132	38,704	39,284	39,874	40,472	41,079	41,695	42,321	42,955	43,600	44,254	44,917	45,427
	216	7		25,083	25,459	25,841	26,228	26,621	27,021	27,426	27,838	28,255	28,679	29,109	29,546	29,989	30,439	30,896	31,359	31,829	32,307	
	•	•		32,791	33,283	33,783	34,290	34,804	35,326	35,855	36,393	36,939	37,493	38,055	38,627	39,206	39,794	40,391	40,997	41,612	42,236	42,715
				- ,	,	,	- ,	. ,	,-	,	,	,	- ,	,	,-	,	,	-,	-,	,	,	, -
		8		28,666	29,095	29,532	29,975	30,425	30,881	31,344	31,815	32,292	32,776	33,268	33,766	34,273	34,787	35,309	35,839	36,377	36,922	
				37.476	38.038	38.609	39.187	39.776	40.372	40.978	41.592	42.217	42.850	43.493	44.145	44.807	45.479	46.162	46.854	47.556	48.270	48.817

												Ste	ps									
Pay	Dava	Центо	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	
Grade	Days	Hours		19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37
112	260	8		34,505	35,023	35,548	36,081	36,623	37,172	37,729	38,295	38,870	39,453	40.044	40,645	41,255	41,874	42,502	43,139	43,786	44.443	
	200	Ü		45,110	45,787	46,474	47,171	47,877	48,596	49,325	50,065	50,816	51,578	52,352	53,137	53,934	54,743	55,564	56,398	57,243	58,102	58,762
					•	· ·	-				•	•	•				·		•	•	•	
113	191	7		23,289	23,639	23,993	24,353	24,718	25,089	25,466	25,847	26,235	26,629	27,028	27,433	27,845	28,262	28,687	29,117	29,554	29,997	
				30,447	30,903	31,367	31,837	32,315	32,800	33,292	33,791	34,298	34,813	35,335	35,865	36,403	36,949	37,503	38,066	38,636	39,216	39,653
		8		26,616	27.016	27.421	27.832	28.250	28,673	29,104	29,539	29.983	30,432	30.889	31,352	31,823	32,300	32.785	33.276	33,776	34.283	
				34,796	35,319	35,848	36,386	36,932	37,486	38,048	38,619	39,198	39,786	40,382	40,989	41,603	42,227	42,860	43,503	44,156	44,818	45,318
		_																				
	201	8		28,010	28,430	28,856	29,289	29,729	30,175	30,627	31,086	31,553	32,026	32,507	32,994	33,488	33,991	34,501	35,019	35,544	36,077	47.004
				36,619	37,168	37,725	38,291	38,865	39,448	40,040	40,641	41,250	41,868	42,497	43,134	43,781	44,438	45,105	45,781	46,468	47,165	47,691
	216	7		26,337	26,733	27,133	27,540	27,953	28,373	28,799	29,230	29,669	30,114	30,565	31,025	31,489	31,962	32,441	32,928	33,421	33,923	
				34,432	34,949	35,473	36,005	36,544	37,093	37,650	38,214	38,788	39,370	39,960	40,559	41,167	41,785	42,412	43,048	43,694	44,349	44,843
		8		30,100	30,552	31,010	31,475	31,946	32,426	32,913	33,406	33,908	34,416	34,932	35,456	35,988	36,528	37,076	37,632	38,197	38,769	
		0		39,351	39,941	40,540	41,149	41,765	42,392	43,028	43,673	33,906 44,328	44,993	45,668	46,353	47,048	30,526 47,754	48,471	49,198	49,935	50,684	51,250
				,	, .	-,-	, -	,	,	-,-	-,-	,-	,	.,	.,	,	, -	-,	.,	,,,,,,,	,	, , , ,
	260	8		36,231	36,775	37,326	37,886	38,455	39,032	39,617	40,211	40,815	41,427	42,048	42,679	43,319	43,969	44,628	45,297	45,977	46,666	
				47,367	48,077	48,798	49,531	50,273	51,027	51,793	52,570	53,358	54,158	54,971	55,796	56,632	57,482	58,344	59,220	60,108	61,009	61,690
114	191	7		24,455	24,822	25,194	25,572	25,956	26,345	26,740	27,142	27,548	27,961	28,381	28,807	29,239	29,677	30,122	30,575	31,033	31,498	
114	131	,		31,971	32,450	32,937	33,432	33,933	34,442	34,958	35,482	36,015	36,556	37,104	37,660	38,225	38,798	39,380	39,971	40,571	41,179	41,634
		8		27,949	28,368	28,794	29,225	29,664	30,109	30,560	31,018	31,484	31,956	32,436	32,922	33,416	33,917	34,426	34,942	35,466	35,999	
				36,538	37,086	37,642	38,207	38,781	39,362	39,953	40,552	41,160	41,778	42,404	43,041	43,685	44,342	45,006	45,682	46,366	47,062	47,582
	260	8		38,045	38,616	39,195	39,783	40,380	40,986	41,601	42,224	42,857	43,500	44,153	44,815	45,488	46,170	46,862	47,565	48,279	49,003	
				49,738	50,484	51,241	52,010	52,791	53,582	54,386	55,202	56,030	56,870	57,723	58,588	59,468	60,360	61,265	62,184	63,116	64,064	64,771
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115	191	7		25,677	26,062	26,453	26,850	27,253	27,662	28,077	28,498	28,925	29,359	29,799	30,246	30,700	31,161	31,628	32,102	32,584	33,072	
				33,569	34,072	34,583	35,102	35,629	36,163	36,705	37,256	37,814	38,382	38,958	39,542	40,135	40,738	41,348	41,968	42,598	43,237	43,713
		8		29,345	29,786	30,233	30,686	31,146	31,613	32,088	32,569	33,057	33,553	34,056	34,567	35,086	35,612	36,146	36,689	37,239	37,797	
		-		38,364	38,939	39,524	40,116	40.718	41,329	41.949	42,578	43,217	43,866	44,523	45,191	45.869	46,557	47,255	47.964	48.684	49,414	49,957

												Ste	ps									
Pay Grade	Days	Hours	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	
Grade	Days	nours		19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37
445	004	0		20.004	24.245	24.045	20.002	20.777	22.000	22.700	24.074	24.700	25 200	25 020	20 277	20,000	07 477	20.020	20.040	20.400	20.777	
115	201	8		30,881	31,345	31,815	32,293	32,777	33,268	33,768	34,274	34,788	35,309	35,839	36,377	36,922	37,477	38,039	38,610	39,188	39,777	FO 704
				40,373	40,979	41,593	42,217	42,850	43,493	44,146	44,807	45,480	46,162	46,855	47,557	48,270	48,994	49,729	50,475	51,232	52,001	52,781
	260	8		39,946	40,546	41,154	41,771	42,398	43,033	43,679	44,334	45,000	45,674	46,359	47,055	47,760	48,477	49,204	49,943	50,691	51,452	
				52,223	53,007	53,802	54,609	55,428	56,260	57,103	57,960	58,829	59,712	60,607	61,517	62,440	63,376	64,327	65,292	66,271	67,265	68,005
440	404	-		00.055	07.000	07.770	00.407	00.000	00.000	00.474	00.040	00.005	00.004	04.000	04.750	00.000	00.740	00.000	00.704	04.000	04.740	
116	191	7		26,955	27,360	27,770	28,187	28,609	29,039	29,474	29,916	30,365	30,821	31,283	31,752	32,229	32,712	33,202	33,701	34,206	34,719	45.004
				35,239	35,769	36,304	36,849	37,402	37,963	38,532	39,110	39,697	40,293	40,897	41,511	42,133	42,766	43,406	44,058	44,718	45,389	45,904
		8		30,806	31,268	31,737	32,213	32,696	33,187	33,685	34,190	34,703	35,223	35,751	36,288	36,832	37,385	37,945	38,515	39,093	39,679	
				40,274	40,878	41,491	42,114	42,745	43,387	44,038	44,698	45,368	46,049	46,739	47,441	48,153	48,875	49,608	50,352	51,108	51,874	52,462
	201	7		28,366	28,792	29,224	29.662	30,107	30,559	31,017	31,483	31,955	32,434	32,921	33,414	33,916	34,425	34,941	35,465	35,996	36,537	
	201	,		37,085	37,641	38,206	38,778	39,360	39,951	40,550	41,159	41,776	42,402	43,039	43,684	44,339	45,004	45,679	46,364	47,060	47,766	48,307
				01,000	01,011	00,200	00,770	00,000	00,001	10,000	11,100	11,110	12, 102	10,000	10,001	11,000	10,001	10,010	10,001	11,000	11,100	10,001
		8		32,419	32,905	33,399	33,899	34,408	34,924	35,448	35,980	36,520	37,068	37,624	38,188	38,761	39,342	39,932	40,532	41,139	41,756	
				42,382	43,018	43,664	44,319	44,983	45,658	46,343	47,038	47,744	48,459	49,187	49,924	50,673	51,433	52,205	52,988	53,782	54,590	55,208
	216	7		30,484	30,941	31,405	31,875	32,354	32,839	33,332	33,832	34,339	34,854	35,377	35,908	36,447	36,993	37,549	38,111	38,683	39,264	
		•		39,853	40,450	41,057	41,673	42,298	42,932	43,576	44,230	44,894	45,566	46,250	46,944	47,648	48,363	49,088	49,824	50,572	51,330	51,912
				,	.,	,	,	,	,	.,.	,	,	,,,,,,,	.,	-,-	,	,,,,,,,	.,	-,-	/ -	,,,,,,	. ,-
		8		34,839	35,361	35,891	36,430	36,976	37,531	38,094	38,665	39,245	39,833	40,432	41,037	41,653	42,278	42,912	43,556	44,210	44,872	
				45,546	46,228	46,922	47,626	48,340	49,065	49,802	50,548	51,306	52,076	52,858	53,651	54,455	55,272	56,101	56,943	57,796	58,664	59,328
	260	8		41,935	42,564	43,202	43,850	44,508	45,176	45,854	46,542	47,239	47,948	48.668	49,397	50,138	50,890	51,653	52,428	53,215	54,013	
				54,823	55,646	56,480	57,328	58,188	59,060	59,946	60,845	61,758	62,685	63,624	64,579	65,547	66,531	67,529	68,541	69,570	70,614	71,414
117	191	7		28,303	28,729	29,159	29,597	30,041	30,491	30,948	31,413	31,884	32,363	32,848	33,340	33,841	34,348	34,863	35,387	35,917	36,456	
				37,003	37,558	38,121	38,693	39,273	39,862	40,460	41,067	41,683	42,308	42,943	43,588	44,241	44,905	45,579	46,261	46,956	47,660	48,194
		8		32,347	32,832	33,325	33,825	34,332	34,847	35,370	35,901	36,438	36,985	37,540	38,103	38,674	39,255	39,843	40,442	41,048	41,664	
		0		32,34 <i>1</i> 42,289	32,032 42,923	33,325 43,567	33,625 44,220	34,332 44,883	34,64 <i>1</i> 45,557	35,370 46,241	35,901 46,934	30,436 47,638	36,965 48,352	37,540 49,077	36, 103 49,814	50,562	59,255 51,320	59,643 52,089	52,871	53,664	41,004 54,468	55,078
				42,209	42,323	43,507	44,220	44,003	40,007	40,24 I	40,334	41,000	40,332	45,011	45,014	50,502	31,320	52,009	32,011	55,004	54,400	55,070
	201	7		29,786	30,233	30,686	31,146	31,614	32,088	32,569	33,058	33,553	34,057	34,568	35,086	35,612	36,147	36,689	37,239	37,798	38,364	
				38,940	39,524	40,116	40,719	41,330	41,950	42,578	43,218	43,866	44,524	45,191	45,869	46,557	47,255	47,964	48,684	49,414	50,156	50,717

												Ste	ps									
Pay	Dave	Hours	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	
Grade	Days	пошъ		19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37
117	201	8		34,040	34,551	35,069	35,596	36,129	36,671	37,221	37,780	38,347	38,922	39,506	40,098	40,699	41,310	41,930	42,559	43,197	43,845	
				44,503	45,171	45,848	46,535	47,234	47,942	48,661	49,392	50,132	50,884	51,647	52,422	53,209	54,006	54,817	55,639	56,474	57,321	57,962
	216	7		32,008	32,488	32,975	33,471	33,972	34,482	34,999	35,525	36,057	36,598	37,147	37,704	38,270	38,844	39,426	40,018	40,618	41,228	
				41,846	42,474	43,111	43,757	44,414	45,080	45,756	46,443	47,139	47,847	48,563	49,293	50,031	50,782	51,544	52,317	53,102	53,899	54,501
		8		36,581	37.129	37.687	38,252	38.826	39,408	39.999	40.600	41,208	41,826	42.454	43,091	43,737	44,393	45,059	45.735	46,421	47,117	
		0		47,824	48,541	49,269	50,009	50,758	51,520	52,293	53,077	53,873	54,682	55,502	56,334	43,737 57,179	58,036	58,908	59,790	60,688	61,598	62,287
				41,024	40,041	49,209	50,009	50,756	51,520	52,295	55,077	55,675	54,002	55,502	50,554	57,179	56,056	50,900	59,790	00,000	01,390	02,207
	260	8		44,033	44,693	45,363	46,044	46,735	47,436	48,147	48,869	49,603	50,346	51,101	51,869	52,646	53,436	54,238	55,051	55,876	56,716	
				57,566	58,429	59,305	60,195	61,099	62,014	62,945	63,889	64,848	65,820	66,808	67,810	68,827	69,859	70,907	71,970	73,050	74,146	74,976
		_																				
117.1	201	7	31,475	31,843	32,216	32,593	32,974	33,360	33,750	34,145	34,545	34,949	35,358	35,771	36,190	36,613	37,042	37,475	37,913	38,357	38,806	10.101
-				39,260	39,719	40,184	40,654	41,130	41,611	42,098	42,590	43,089	43,593	44,103	44,619	45,141	45,669	46,203	46,744	47,291	47,844	48,404
118	191	7		29,723	30,169	30,621	31,080	31,546	32,020	32,500	32,988	33,482	33,985	34,494	35,012	35,537	36,070	36,610	37,160	37,718	38,283	
		•		38,858	39,440	40,032	40,632	41,242	41,860	42,489	43,126	43,773	44,429	45,095	45,772	46,458	47,155	47,863	48,581	49,309	50,049	50,610
				,	•	ŕ	,	,	,	,	,	,	•	,	,	,	,	,	·	,	•	,
		8		33,968	34,478	34,995	35,521	36,053	36,594	37,143	37,700	38,266	38,839	39,422	40,013	40,613	41,223	41,841	42,469	43,106	43,752	
				44,408	45,075	45,751	46,437	47,134	47,840	48,558	49,287	50,026	50,776	51,538	52,311	53,095	53,892	54,700	55,521	56,353	57,199	57,840
	201	7		31,279	31,748	32,224	32,708	33,198	33,695	34,201	34,714	35,235	35,764	36,300	36,844	37,397	37,959	38,527	39,106	39,692	40,287	
				40,892	41,505	42,128	42,759	43,401	44,052	44,713	45,384	46,065	46,755	47,456	48,168	48,891	49,624	50,369	51,124	51,891	52,669	53,259
		0		05.747	00.000	00.000	07.000	07.040	00.540	00 007	00.074	40.000	40.070	44.405	40.400	10.710	40.004	44.004	44.000	45.000	10.010	
		8		35,747 46,733	36,283 47,435	36,828	37,380 48,868	37,940	38,510	39,087 51,100	39,674	40,269	40,872 53,434	41,485 54,236	42,108	42,740	43,381	44,031 57,565	44,692 58,428	45,362 59,304	46,043	60.060
				40,733	47,435	48,146	40,000	49,601	50,345	51,100	51,867	52,645	53,434	54,236	55,049	55,875	56,714	57,505	30,420	59,304	60,193	60,868
	216	7		33,613	34,117	34,629	35,148	35,675	36,211	36,753	37,305	37,865	38,432	39,009	39,594	40,189	40,791	41,403	42,024	42,654	43,294	
				43,943	44,602	45,272	45,950	46,639	47,340	48,050	48,771	49,502	50,244	50,998	51,763	52,539	53,327	54,128	54,939	55,763	56,600	57,234
		-		00 ***	00.00	00	10 :55	10	44.000	10.55	10.55-	10.5=5	10.555	44	4=	4=	10.515	4	40.00-	10 = 12	10 :	
		8		38,415	38,991	39,576	40,169	40,772	41,383	42,004	42,635	43,273	43,923	44,581	45,251	45,929	46,618	47,317	48,027	48,748	49,479	05.440
				50,221	50,975	51,739	52,515	53,303	54,103	54,913	55,737	56,574	57,423	58,284	59,158	60,045	60,946	61,860	62,788	63,730	64,686	65,410
	260	8		46,240	46,933	47,638	48,352	49,077	49,814	50,561	51,319	52,089	52,870	53,663	54,468	55,285	56,114	56,956	57,811	58,678	59,558	
				60,452	61,358	62,278	63,212	64,161	65,123	66,100	67,091	68,097	69,119	70,156	71,208	72,276	73,361	74,461	75,578	76,711	77,863	78,734

												Ste	ps									
Pay	Dave	Hours	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	
Grade	Days	пошъ		19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37
119	191	7		31.198	31,665	32,140	32,622	33,111	33,608	34,113	34,624	35,144	35,671	36,206	36,749	37,300	37,860	38,427	39,004	39,589	40,182	
				40,786	41,398	42,018	42,648	43,288	43,938	44,597	45,265	45,944	46,634	47,334	48,043	48,764	49,496	50,238	50,991	51,756	52,533	53,138
		0		25.054	20.400	20.720	27.002	27.040	20.440	20.000	20 574	40.404	40.700	44.070	44.000	40.000	40.000	40.047	44.570	45.045	45.000	
		8		35,654 46,612	36,189 47,311	36,732 48,021	37,283 48,742	37,842 49,472	38,410 50,215	38,986 50,967	39,571 51,732	40,164 52,508	40,766 53,295	41,378 54,096	41,998 54,906	42,629 55,730	43,268 56,567	43,917 57,414	44,576 58,276	45,245 59,150	45,923 60,038	60,729
				10,012	11,011	10,021	10,7 12	10,112	00,210	00,001	01,702	02,000	00,200	01,000	01,000	00,100	00,007	07,111	00,210	00,100	00,000	00,120
	201	7		32,830	33,324	33,823	34,330	34,845	35,368	35,899	36,437	36,983	37,538	38,102	38,672	39,253	39,841	40,440	41,046	41,661	42,287	
				42,921	43,565	44,218	44,881	45,555	46,238	46,932	47,635	48,350	49,075	49,812	50,559	51,317	52,087	52,868	53,661	54,466	55,283	55,920
		8		37,521	38,083	38,655	39,235	39,823	40,420	41,027	41,642	42,267	42,901	43,544	44,197	44,861	45,533	46,216	46,909	47,614	48,328	
				49,053	49,788	50,535	51,293	52,062	52,843	53,636	54,441	55,257	56,087	56,927	57,781	58,648	59,528	60,421	61,327	62,247	63,180	63,908
	216	7		35,281	35,810	36,347	36,893	37.446	38,007	38.578	39.156	39.744	40,340	40.945	41,558	42,183	42,815	43,458	44.109	44.771	45,443	
	210	,		46,124	46,816	47,518	48,231	48,954	49,688	50,434	51,190	51,958	52,738	53,529	54,331	55,146	55,974	56,814	57,666	58,531	59,408	60,093
		8		40,320	40,926	41,540	42,163	42,795	43,437	44,088	44,749	45,421	46,103	46,794	47,496	48,208	48,931	49,666	50,410	51,166	51,935	CO C70
				52,713	53,503	54,307	55,120	55,948	56,787	57,639	58,503	59,381	60,271	61,176	62,094	63,025	63,970	64,929	65,904	66,892	67,896	68,678
	260	8		48,535	49,263	50,001	50,751	51,512	52,285	53,070	53,866	54,673	55,493	56,327	57,171	58,028	58,898	59,782	60,679	61,590	62,513	
				63,451	64,403	65,369	66,350	67,344	68,355	69,380	70,421	71,477	72,549	73,638	74,742	75,863	77,001	78,156	79,329	80,518	81,726	82,668
120	191	7		32,770	33,262	33.761	34,267	34.781	35,303	35.833	36.370	36.916	37,469	38.032	38,602	39,181	39,768	40,366	40.970	41,585	42,209	
120	191	,		42,842	43,485	44,138	44,799	45,471	46,153	46,845	47,548	48,262	48,986	49,720	50,466	51,223	51,991	52,771	53,563	54,366	55,181	55,793
				,-	.,	,	,	,	.,	.,.	,-	.,	,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	-, -	,	, ,	,	- ,	,	,,,,,,	, .	,
		8		37,452	38,014	38,584	39,163	39,750	40,346	40,952	41,566	42,190	42,822	43,465	44,117	44,778	45,450	46,132	46,824	47,526	48,239	
				48,962	49,698	50,442	51,199	51,967	52,746	53,537	54,341	55,155	55,984	56,823	57,676	58,540	59,419	60,310	61,215	62,133	63,065	63,763
	201	7		34,486	35,004	35,529	36,061	36,602	37,151	37,708	38,275	38,849	39,431	40,023	40,623	41,232	41,851	42,478	43,116	43,763	44,420	
				45,085	45,762	46,448	47,145	47,852	48,570	49,298	50,037	50,788	51,550	52,323	53,108	53,905	54,714	55,535	56,367	57,212	58,070	58,714
		8		39,413	40,004	40.604	41,213	41,831	42,459	43,096	43,742	44,398	45,065	45,740	46,426	47,123	47,830	48,547	49,275	50,015	50,765	
		Ü		51,526	52,299	53,083	53,879	54,688	55,508	56,341	57,186	58,044	58,914	59,798	60,695	61,605	62,529	63,468	64,419	65,385	66,367	67,101
		_																			:	
	216	7		37,059	37,616	38,180	38,753	39,334	39,924	40,523	41,131	41,748	42,374	43,010	43,654	44,310	44,974	45,649	46,334	47,029	47,734	62.000
				48,450	49,176	49,914	50,663	51,423	52,194	52,977	53,772	54,579	55,398	56,228	57,071	57,927	58,797	59,678	60,573	61,482	62,405	63,096
		8		42,355	42,989	43,634	44,289	44,953	45,627	46,312	47,006	47,712	48,428	49,154	49,891	50,639	51,399	52,170	52,952	53,746	54,554	
				55,372	56,202	57,044	57,900	58,769	59,650	60,545	61,454	62,376	63,311	64,261	65,225	66,203	67,196	68,204	69,227	70,266	71,319	72,109

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												Ste	ps									
Pay	Days	Hours	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	
Grade	Days	Hours		19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37
120	260	8		50,982	51,746	52,523	53,311	54,110	54,922	55,746	56,582	57,431	58,292	59,166	60,054	60,954	61,869	62,797	63,739	64,695	65,666	00 700
				66,650	67,650	68,665	69,695	70,740	71,801	72,879	73,972	75,082	76,208	77,351	78,511	79,689	80,884	82,097	83,329	84,578	85,847	86,798
121	191	7		34,400	34,916	35,439	35,972	36,510	37,058	37,615	38,179	38,752	39,333	39,923	40,521	41,129	41,746	42,372	43,008	43,653	44,308	
	101	•		44,973	45,647	46,331	47,027	47,732	48,448	49,175	49,913	50,662	51,421	52,192	52,975	53,770	54,577	55,395	56,226	57,069	57,925	58,588
				,-	-,-	.,	,-	, -	.,	.,	-,-	,	- ,	- , -	,,,,,,,	,	- ,-	,		,,,,,,	,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	,
		8		39,314	39,904	40,503	41,110	41,726	42,353	42,988	43,633	44,287	44,951	45,626	46,310	47,005	47,710	48,425	49,152	49,889	50,638	
				51,397	52,168	52,950	53,744	54,551	55,370	56,200	57,042	57,898	58,767	59,648	60,543	61,451	62,373	63,309	64,259	65,222	66,200	66,958
	201	7		36,201	36,744	37,295	37,855	38,422	38,999	39,584	40,177	40,780	41,392	42,013	42,643	43,283	43,932	44,591	45,259	45,939	46,628	
				47,327	48,037	48,757	49,488	50,231	50,985	51,749	52,526	53,314	54,113	54,925	55,749	56,585	57,434	58,295	59,169	60,057	60,958	61,656
		0		44.070	44.000	40.000	40.000	40.044	44.570	45.000	45.047	40.005	47.005	40.044	40.704	40.400	FO 007	E0 004	E4 700	E0 E04	F2 000	
		8		41,373	41,993	42,623	43,262	43,911	44,570	45,239	45,917	46,605	47,305	48,014	48,734	49,466	50,207	50,961	51,726	52,501	53,288	70.400
				54,088	54,899	55,723	56,558	57,407	58,268	59,143	60,029	60,930	61,843	62,771	63,713	64,669	65,639	66,623	67,623	68,637	69,666	70,463
	216	7		38,902	39,486	40,078	40,680	41,290	41,909	42,538	43,176	43,823	44,481	45,148	45,825	46,513	47,210	47,919	48,638	49,367	50,107	
	210	,		50,859	51,622	52,396	53,182	53,980	54,790	55,612	56,445	57,292	58,152	59,024	59,909	60,808	61,720	62,646	63,585	64,539	65,507	66,257
				,	,	,	,	,	- 1,1 - 2	,-:	,	,	,	,	,	,	,	,	,	- 1,	,	,
		8		44,460	45,127	45,804	46,491	47,188	47,896	48,615	49,344	50,084	50,836	51,598	52,371	53,157	53,954	54,764	55,585	56,419	57,265	
				58,124	58,996	59,881	60,779	61,691	62,617	63,556	64,509	65,477	66,459	67,456	68,467	69,495	70,537	71,595	72,669	73,759	74,866	75,721
	260	8		53,517	54,319	55,134	55,961	56,800	57,653	58,517	59,395	60,286	61,190	62,108	63,040	63,986	64,946	65,920	66,909	67,912	68,931	
				69,965	71,014	72,079	73,161	74,258	75,371	76,502	77,650	78,815	79,997	81,197	82,414	83,650	84,906	86,179	87,472	88,784	90,116	91,147
		_																				
122	191	7		36,127	36,670	37,220	37,778	38,345	38,920	39,504	40,096	40,697	41,308	41,927	42,557	43,195	43,843	44,500	45,168	45,845	46,533	C4 F04
				47,231	47,939	48,658	49,389	50,129	50,881	51,644	52,419	53,206	54,004	54,814	55,635	56,471	57,317	58,177	59,050	59,936	60,835	61,524
	201	8		43,451	44,103	44,764	45,435	46,117	46,808	47,511	48,224	48,947	49,681	50,426	51,183	51,950	52,730	53,521	54,323	55,138	55,965	
	201	U		56,805	57,656	58,522	59,399	60,290	61,194	62,112	63.044	63,990	64,950	65,924	66,913	67,916	68,935	69,969	71,019	72,085	73,165	74,263
				00,000	07,000	00,022	00,000	00,200	01,104	02,112	00,044	00,550	04,500	00,024	00,510	07,510	00,000	00,000	7 1,010	72,000	70,100	14,200
	216	7		40,856	41,469	42,091	42,722	43,363	44,014	44,674	45,345	46,025	46,715	47,415	48,127	48,849	49,581	50,325	51,080	51,846	52,624	
				53,414	54,214	55,028	55,853	56,691	57,541	58,404	59,281	60,170	61,072	61,988	62,919	63,862	64,820	65,792	66,779	67,780	68,798	69,577
				•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•
		8		46,693	47,393	48,104	48,826	49,558	50,302	51,056	51,822	52,599	53,388	54,189	55,002	55,827	56,664	57,514	58,377	59,253	60,142	
				61,044	61,960	62,889	63,832	64,789	65,761	66,748	67.749	68,765	69,797	70,843	71,906	72,985	74,080	75,191	76,319	77,463	78,625	79,516

												Ste	ps									
Pay	Days	Hours	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	
Grade	Days	nours		19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37
122	260	8		56,205	57,048	57,904	58,772	59,653	60,549	61,457	62,379	63,314	64,264	65,228	66,206	67,199	68,208	69,230	70,269	71,322	72,393	
				73,478	74,580	75,700	76,835	77,987	79,158	80,344	81,550	82,773	84,015	85,275	86,554	87,852	89,170	90,507	91,866	93,243	94,642	95,714
123	216	7		42,889	43,533	44,186	44,849	45,522	46,205	46,898	47,600	48,315	49,039	49,775	50,522	51,280	52,049	52,830	53,622	54,426	55,243	
				56,071	56,913	57,767	58,633	59,512	60,405	61,311	62,231	63,164	64,111	65,073	66,050	67,040	68,046	69,067	70,102	71,153	72,222	73,056
		8		49,017	49,752	50,499	51,256	52,024	52,805	53,597	54,402	55,217	56,045	56,886	57,740	58,605	59,485	60,377	61,282	62,202	63,135	
				64,081	65,042	66,019	67,009	68,014	69,034	70,070	71,120	72,188	73,270	74,369	75,485	76,618	77,766	78,933	80,116	81,319	82,538	83,492
	260	8		59,001	59,886	60,785	61,697	62,622	63,561	64,515	65,482	66,465	67,462	68,473	69,501	70,544	71,601	72,676	73,766	74,873	75,995	
				77,136	78,292	79,467	80,658	81,869	83,096	84,343	85,608	86,893	88,196	89,518	90,861	92,224	93,607	95,012	96,437	97,884	99,352	100,499
123.1	201	8	48,834	49,405	49,983	50,568	51,160	51,758	52,364	52,977	53,596	54,224	54,858	55,500	56,149	56,806	57,471	58,143	58,823	59,512	60,208	
				60,912	61,625	62,346	63,076	63,813	64,560	65,315	66,080	66,853	67,635	68,426	69,227	70,037	70,856	71,685	72,524	73,373	74,231	75,100
124	216	7		45,035	45,709	46,395	47,092	47,797	48,515	49,242	49,981	50,731	51,492	52,264	53,048	53,843	54,652	55,471	56,303	57,147	58,004	
				58,875	59,759	60,655	61,564	62,488	63,425	64,376	65,342	66,323	67,317	68,327	69,352	70,392	71,448	72,519	73,608	74,711	75,833	76,693
				, .	,	,	,,,,	, ,	,	,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	,-	,	,-	, .	,	.,	, -	,-	-,	,	-,	.,
		8		51,468	52,240	53,023	53,819	54,626	55,445	56,277	57,121	57,978	58,848	59,731	60,626	61,535	62,458	63,395	64,346	65,311	66,292	
				67,286	68,295	69,319	70,359	71,415	72,486	73,573	74,677	75,797	76,934	78,087	79,260	80,448	81,654	82,880	84,123	85,385	86,665	87,649
	260	8		61,951	62,882	63,824	64,782	65,753	66,740	67,741	68,757	69,789	70,835	71,897	72,977	74,070	75,182	76,310	77,454	78,616	79,795	
				80,992	82,207	83,440	84,692	85,962	87,251	88,560	89,889	91,237	92,605	93,995	95,405	96,835	98,288	99,763	101,259	102,778	104,319	105,504
125	216	8		54,045	54,856	55,679	56,514	57,362	58,223	59,096	59,982	60,882	61,795	62,722	63,663	64,618	65,587	66,571	67,569	68,583	69,612	
				70,656	71,716	72,791	73,883	74,991	76,117	77,258	78,417	79,593	80,787	81,999	83,229	84,478	85,744	87,032	88,336	89,662	91,007	92,043
	260	8		65,055	66,030	67,021	68,026	69,047	70,082	71,134	72,201	73,283	74,384	75,499	76,631	77,780	78,947	80,132	81,334	82,553	83,792	
				85,049	86,324	87,619	88,933	90,268	91,622	92,996	94,391	95,806	97,244	98,703	100,183	101,686	103,211	104,759	106,331	107,925	109,545	110,792
-	-																					
126	216	8		56,751	57,602	58,466	59,342	60,233	61,137	62,053	62,985	63,929	64,888	65,861	66,849	67,852	68,870	69,903	70,952	72,016	73,096	
-	-	-		74,192	75,305	76,435	77,582	78,745	79,926	81,125	82,342	83,577	84,831	86,103	87,394	88,706	90,036	91,387	92,758	94,149	95,561	96,636
				,	-,	-,	,	-, -	-,-	- , -	- ,	,-	- ,	,	- ,	,	,	- *	- ,	- , -	,	/
	260	8		68,311	69,335	70,376	71,432	72,503	73,590	74,695	75,814	76,951	78,106	79,278	80,467	81,674	82,899	84,143	85,405	86,686	87,986	
				89,306	90,645	92,005	93,385	94,786	96,207	97,650	99,116	100,602	102,111	103,643	105,198	106,776	108,378	110,003	111,653	113,328	115,027	116,321

												Ste	ps									
Pay	Dava	Цашта	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	
Pay Grade	Days	Hours		19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37
128	216	8		62,560	63,498	64,451	65,417	66,399	67,395	68,405	69,432	70,474	71,530	72,604	73,692	74,798	75,920	77,058	78,214	79,387	80,579	
				81,787	83,014	84,259	85,523	86,806	88,108	89,430	90,771	92,132	93,515	94,918	96,341	97,786	99,253	100,742	102,253	103,787	105,343	106,548
	260	8		75,303	76,433	77,580	78,744	79,925	81,124	82,340	83,575	84,829	86,102	87,393	88,704	90,034	91,385	92,756	94,147	95,559	96,993	
				98,447	99,924	101,423	102,944	104,488	106,056	107,646	109,261	110,900	112,564	114,253	115,967	117,706	119,471	121,263	123,082	124,929	126,802	128,253
400	040	0		05.704	00.000	07.000	00.700	00.700	70 770	74.040	70.040	74.040	75 404	70.040	77.000	70 550	70 704	00.007	00.444	00.070	04.004	
129	216	8		65,701	66,686	67,686	68,702	69,732	70,779	71,840	72,918	74,012	75,121	76,248	77,392	78,553	79,731	80,927	82,141	83,373	84,624	444.007
				85,893	87,181	88,489	89,817	91,164	92,531	93,920	95,329	96,758	98,209	99,682	101,178	102,695	104,236	105,800	107,387	108,997	110,632	111,867
	260	8		79,084	80,270	81.474	82.697	83,937	85,196	86.474	87,771	89.088	90.424	91.780	93,157	94,554	95,972	97.412	98.874	100,357	101.862	
	200	U		103,390	104,941	106,514	108,113	109,734	111,380	113,051	114,747	116,468	118,215	119,988	121,788	123,614	125,469	127,351	129,261	131,200	133,169	134,655
				.00,000	,	,	,	,	,	,	,	,	,20	1.0,000	.2.,.00	.20,011	.20,.00	.2.,00.	.20,20	.0.,200	.00,.00	
130	216	8		68,986	70,021	71,072	72,138	73,220	74,319	75,433	76,564	77,712	78,878	80,062	81,263	82,481	83,718	84,975	86,249	87,543	88,856	
130	210	U		90.189	91.542	92,915	94,309	95.723	97,159	98,616	100,095	101,597	103,122	104,668	106,238	107,832	109,449	111,091	112,757	114,448	116,165	117,477
				00,.00	0.,0.2	02,0.0	0 1,000	00,.20	0.,.00	00,0.0	.00,000	,	.00,.22	,	.00,200	,	.00,	,,00 .	,	,	,	,
	260	8		83,040	84,285	85,550	86,832	88,135	89,457	90,799	92,161	93,544	94,946	96,371	97,816	99,284	100,773	102,284	103,819	105,376	106,956	
				108,561	110,189	111,843	113,519	115,222	116,950	118,705	120,485	122,293	124,127	125,990	127,879	129,798	131,744	133,721	135,726	137,763	139,829	141,408
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131	260	8		87,170	88,477	89,805	91,151	92,519	93,906	95,315	96,745	98,196	99,669	101,164	102,682	104,222	105,785	107,371	108,982	110,617	112,276	
				113,960	115,670	117,405	119,166	120,953	122,768	124,609	126,478	128,375	130,301	132,255	134,240	136,253	138,297	140,371	142,477	144,614	146,783	148,466
-																						
131.1	260	8	91,900	92,975	94,063	95,164	96,277	97,403	98,543	99,696	100,862	102,042	103,236	104,444	105,666	106,902	108,153	109,418	110,698	111,993	113,303	
				114,629	115,970	117,327	118,700	120,089	121,494	122,915	124,353	125,808	127,280	128,769	130,276	131,800	133,342	134,902	136,480	138,077	139,693	141,327
132	260	8		91,540	92,913	94,307	95,721	97,157	98,614	100,093	101,595	103,119	104,666	106,236	107,830	109,447	111,089	112,755	114,446	116,163	117,905	
-				119,674	121,469	123,291	125,141	127,018	128,923	130,856	132,820	134,812	136,834	138,886	140,970	143,085	145,231	147,409	149,620	151,864	154,143	155,896
132.1	260	8	101,090	102,273	103,469	104,680	105,905	107,144	108,397	109,666	110,949	112,247	113,560	114,889	116,233	117,593	118,969	120,361	121,769	123,194	124,635	
-				126,093	127,568	129,061	130,571	132,099	133,644	135,208	136,790	138,390	140,009	141,648	143,305	144,981	146,678	148,394	150,130	151,887	153,664	155,462
133	260	8		96,107	97,549	99,012	100,497	102,005	103,535	105,088	106,664	108,264	109,888	111,537	113,209	114,908	116,631	118,381	120,157	121,958	123,788	
				125,645	127,529	129,442	131,384	133,355	135,355	137,386	139,447	141,538	143,661	145,816	148,003	150,223	152,477	154,764	157,085	159,442	161,834	163,675
133.1	260	8	111,199	112,500	113,816	115,148	116,495	117,858	119,237	120,632	122,043	123,471	124,916	126,378	127,857	129,353	130,866	132,397	133,946	135,513	137,099	
				138,703	140,326	141,968	143,629	145,309	147,009	148,729	150,469	152,229	154,010	155,812	157,635	159,479	161,345	163,233	165,143	167,075	169,030	171,008

												Ste	eps									
Pay	D	Harrina	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	
Grade	Days	Hours		19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37
135	260	8		105,962 138,529	107,553 140,607	109,166 142,717	110,803 144,857	112,465 147,030	114,152 149,236	115,864 151,474	117,602 153,746	119,366 156,052	121,157 158,393	122,974 160,769	124,818 163,181	126,691 165,628	128,591 168,112	130,521 170,634	132,478 173,193	134,465 175,792	136,482 178,429	180,458
136	260	8		111,273 145,471	112,942 147,654	114,636 149,868	116,356 152,117	118,101 154,398	119,872 156,715	121,671 159,065	123,496 161,450	125,348 163,873	127,229 166,331	129,136 168,825	131,074 171,358	133,040 173,928	135,035 176,537	137,061 179,185	139,117 181,873	141,204 184,601	143,321 187,370	189,483
137	260	8		116,824 152,728	118,576 155,019	120,354 157,344	122,160 159,705	123,992 162,099	125,852 164,531	127,740 166,999	129,655 169,504	131,601 172,047	133,575 174,627	135,578 177,247	137,612 179,906	139,676 182,605	141,771 185,343	143,898 188,123	146,056 190,946	148,247 193,810	150,471 196,717	198,967
139	260	8		128,798 168,383	130,731 170,909	132,692 173,473	134,682 176,075	136,702 178,716	138,752 181,396	140,834 184,118	142,946 186,880	145,091 189,683	147,267 192,528	149,476 195,416	151,718 198,347	153,994 201,323	156,304 204,343	158,648 207,407	161,028 210,519	163,443 213,677	165,895 216,881	219,355
140	260	8		135,245 176,811	137,273 179,463	139,333 182,156	141,423 184,888	143,544 187,661	145,698 190,476	147,882 193,333	150,101 196,234	152,352 199,176	154,638 202,164	156,958 205,197	159,312 208,274	161,702 211,399	164,127 214,570	166,589 217,788	169,088 221,056	171,624 224,371	174,198 227,736	230,326

## Supplemental Pay Schedule Effective July 1, 2019

SUPPLEMENT / DUTY	AMOUNT	ADDITIONAL INFORMATION
Acting Director	5%	
Additional Responsibilities / Supervisory / Administrative	5%	
Additional Teaching Period (Semester or year- long class)	\$25	Daily rate per class
Administrative Dean	5%	
Advance I Certificate	\$288	For positions where certificate is not required
Advance II Certificate	\$360	For positions where certificate is not required
Advance III Certificate	\$432	For positions where certificate is not required
Associate Degree	\$216	For positions where degree is not required
Bachelor's Degree	\$504	For positions where degree is not required
Band Director	11%	
Basic Certificate	\$144	For positions where certificate is not required
Certified Nurse Aide Program Coordinator	5%	
Department Chair	5%	
Doctorate	\$1,200	For positions where degree is not required
Instructional Assistant as Teacher Substitute	\$35	Daily rate for full day assignment
Lead Occupational Therapist	10%	
Lead Security Specialist	\$960	
Master's Degree	\$576	For positions where degree is not required
National Board Certification	5%	For Teachers who achieve and maintain the National Board Certification. Must qualify under VDOE regulations
Night Differential	\$1,248	
Occupational Therapist	10%	
Physical Therapist	10%	

\$ Annual supplement; % Based on annual salary

# Supplemental Pay Schedule Effective July 1, 2019

SUPPLEMENT / DUTY	AMOUNT	ADDITIONAL INFORMATION
Principal of Distinction	\$5,000	For Principals who possess the licensure endorsement governed by VDOE
Richmond Eagles Medford Basketball Coordinator	5%	
Senior Psychologist	10%	
Senior Social Worker	10%	
Senior Speech Pathologist	10%	
Special Needs Bus Operator	\$500	
Speech Pathologist	10%	
Student Activities Director – High	13%	
Student Activities Director – Middle	10%	
Virtual Learning	5%	For Instructional Assistants
Web Content Specialist	\$600	

<sup>\$</sup> Annual supplement; % Based on annual salary

### Substitute Rate Schedule Effective July 1, 2019

JOB TITLE	HOURLY RATE	HOURS PER DAY	DAILY RATE
Attendance Helper	\$11.30	7	\$79.10
Bus Monitor	\$10.70	6	\$64.20
Bus Operator	\$12.40	6	\$74.40
Clerical	\$11.30	8	\$90.40
CNA	\$19.00	7	\$133.00
Counselor	\$33.10	8	\$264.80
Custodian	\$7.70	8	\$61.60
Instructional Assistant	\$7.55	7	\$52.85
Instructional Assistant I Long-Term	\$11.70	7	\$81.90
Instructional Assistant II Long-Term	\$12.60	7	\$88.20
Instructional Assistant III Long-Term	\$13.55	7	\$94.85
Librarian Long-Term	\$32.30	8	\$258.40
LPN	\$20.70	7	\$144.90
RN	\$24.00	7	\$168.00
Security	\$9.50	8	\$76.00
Security Long-Term	\$14.35	8	\$114.80
Teacher Degreed	\$10.75	8	\$86.00
Teacher Degreed Long-Term	\$18.60	8	\$148.80
Teacher Non-Degreed (60 credit hours)	\$9.25	8	\$74.00
Teacher Non-Degreed Long-Term (60 credit hours)	\$18.35	8	\$146.80

### Temporary Rate Schedule Effective July 1, 2019

JOB TITLE	HOURLY RATE
Academic Coach	\$21.00
Academic Coach Coordinator	\$35.00
Algebra Readiness Administrator	\$30.00
Attendance Officer	\$17.11
	\$21.00 (Teacher)
Before and After School	\$15.00 (Instructional Assistant)
	\$10.00 (Clerical)
Bilingual Parent Resource Liaison	\$21.00
Career and Technical Education Finance Officer – RTC (Night)	\$11.00
Career and Technical Education Office Associate – RTC ( Night)	\$10.00
Career and Technical Education Teacher – RTC (Day or Night)	\$29.55
Career Coach Richmond Teacher Residency	\$25.00
COE	\$7.25
Coordinator of Student Conduct	\$30.55
Data Coach	\$21.00
Driver Range Instructor	\$18.00
English as a Second Language Instructional Assistant	\$13.00
English as a Second Language Instructor for Adults	\$30.55
English as a Second Language Parent Facilitator	\$21.00
Food Service Assistant	\$10.00
Food Service Lead – PHSSA	\$10.00
Food Service Worker – PHSSA	\$8.50
Foreign Language Temp	\$30.00
Free/Reduced Lunch Application	\$11.00
GED Adult Education Enrollment/Data Coordinator	\$30.55
GED Data Clerical	\$10.00
GED Data Tech	\$11.00
GED Instructional Assistant	\$25.00
GED Instructor	\$30.55
GED Test Examiner	\$18.00
General Tutor: Algebra Readiness, Early Intervention, ESL	\$21.00 (Bachelor's Degree)
Extended Day, Extended Day, Extended Day Saturday, Extended Day Twilight, Project Graduation, SOL, Title I	\$16.00 (Associate's Degree/College Student)

#### Temporary Rate Schedule Effective July 1, 2019

JOB TITLE	HOURLY RATE
General Tutor: Algebra Readiness, Early Intervention, ESL Extended Day, Extended Day, Extended Day Saturday, Extended Day Twilight, Project Graduation, SOL, Title I	\$15.00 (High School Student)
Homebound Teacher	\$22.00
Individual Student Alternative Ed Plan Coordinator – Youth GED	\$30.55
Instructor ABE/GED – Goochland	\$28.00
Interim Appointment	Minimum of current pay grade
Intern	\$8.50
Internal Facilitator – School Improvement	\$40.00
Instructional Coach	\$21.00
Job Coach	\$12.00
Lunch Monitor	\$7.25
Parent Facilitator	\$21.00
Per Class Hourly Teacher	\$31.20
Project Facilitator – Trainer for AP Classes	\$40.00
Reading Coach – R3	\$23.00
Regional Adult Education Specialist	\$30.55
Richmond Eagles Medford Basketball League Coach	\$21.00
Richmond Regional Instructional Career Counselor	\$30.55
Social Worker McKinney-Vento	\$21.00
Temporary	Salary contingent upon assignment
Temporary Administrator – Assistant Principal	\$40.00
Temporary Administrator – Principal	\$50.00
Temporary Clerical	\$11.00
Temporary Custodian	\$9.66
Tanada da Cara	\$11.00 (College)
Temporary Information Technology	\$7.25 (High School)
Temporary Instructional Specialist	\$40.00
Temporary Security	\$15.00
Temporary Speech Pathologist	\$30.00
Textbook Manager	\$30.00
VGLA Scorer	\$18.00

### Summer School Rate Schedule Effective July 1, 2019

JOB TITLE	HOURLY RATE
Instructional Assistant	\$15.28
Librarian Media Specialist	\$22.18
Nurse	\$22.18
Nurse Assistant	\$15.28
Office Associate	\$17.71
Peer Tutor	\$7.50
Principal	\$46.20
School Counselor	\$22.18
School Nutrition Assistant	\$10.00
School Nutrition Manager	\$20.00
Security Specialist	\$15.28
SIS Operator	\$17.71
Substitute Secretary	\$7.42
Substitute Security Specialist	\$7.42
Substitute Teacher	\$10.20
Teacher	\$22.18
Testing Coordinator	\$22.18

### Athletic Supplement Schedule Effective July 1, 2019

### **High School**

POSITION	0 - 5 YEARS EXPERIENCE	6+ YEARS EXPERIENCE
Baseball Head Coach	\$1,900	\$2,600
Baseball Assistant Coach	\$1,400	\$1,800
Basketball Head Coach	\$2,800	\$3,500
Basketball Assistant Coach	\$1,600	\$2,200
Cheerleading Head Coach – Per Season	\$1,100	\$1,300
Cheerleading Assistant Coach – Per Season	\$1,000	\$1,100
Cross Country Head Coach	\$1,600	\$2,200
Cross Country Assistant Coach	\$1,200	\$1,500
Field Hockey Head Coach	\$1,600	\$2,200
Field Hockey Assistant Coach	\$1,200	\$1,600
Football Head Coach	\$3,300	\$4,100
Football Assistant Coach	\$1,800	\$2,400
Golf Head Coach	\$1,400	\$1,600
Golf Assistant Coach	\$800	\$1,000
Indoor Track Head Coach	\$1,800	\$2,200
Indoor Track Assistant Coach	\$1,200	\$1,500
Outdoor Track Head Coach	\$1,600	\$2,200
Outdoor Track Assistant Coach	\$1,200	\$1,600
Soccer Head Coach	\$1,800	\$2,400
Soccer Assistant Coach	\$1,200	\$1,600
Swimming Head Coach	\$1,200	\$1,600
Swimming Assistant Coach	\$800	\$1,000
Tennis Head Coach	\$1,600	\$2,200
Tennis Assistant Coach	\$1,200	\$1,600
Volleyball Head Coach	\$1,600	\$2,200
Volleyball Assistant Coach	\$1,200	\$1,600
Wrestling Head Coach	\$1,600	\$2,200
Wrestling Assistant Coach	\$1,200	\$1,600

### Athletic Supplement Schedule Effective July 1, 2019

#### **Middle School**

POSITION	SEASON	AMOUNT
Activity Coordinator	Year Round	\$1,200
Baseball Head Coach	Spring	\$500
Baseball Assistant*	Spring	\$350
Basketball Head Coach – Boys	Winter	\$1,100
Basketball Assistant – Boys*	Winter	\$600
Basketball Head Coach – Girls	Fall	\$1,100
Basketball Assistant – Girls*	Fall	\$600
Cheerleading Coach	Fall, Winter	\$1,000
Flag Football Coach	Spring	\$500
Soccer Head Coach	Fall	\$650
Soccer Assistant	Fall	\$575
Tennis Coach	Spring	\$500
Track and Field Coach	Fall, Spring	\$825

<sup>\*</sup>Supplement paid by school

### Academic/Extracurricular Supplement Schedule Effective July 1, 2019

#### **High School**

POSITION	0 - 5 YEARS EXPERIENCE	6+ YEARS EXPERIENCE
SCA	\$1,000	\$1,200
Magazine	\$900	\$1.20
Trainer (ATC Certification per Person)	-	\$2,000
Academic Team	\$800	\$1,000
Newspaper	\$1,000	\$1,300
Majorettes	\$900	\$1,100
Flag Persons	\$900	\$1,100
Dramatics	\$800	\$1,000
Forensics	\$800	\$1,000
National Honor Society	-	\$600
Approved Clubs	-	\$600
School Finances	\$1,100 up to	\$5,000
Other Activities As Needed	-	\$600
Yearbook Head	\$1,200	\$1,500
Yearbook Assistant	\$800	\$1,000
Senior Class Sponsor	_	\$1,000
Junior Class Sponsor	_	\$500
Sophomore Class Sponsor	_	\$400
Freshman Class Sponsor	_	\$300

	NUMBER OF STUDENTS	
	1 – 600	\$500
Lockers	601 – 1,200	\$800
	1,201 +	\$1,000
Textbooks	1 – 600	\$500
	601 – 1,200	\$800
	1,201 +	\$1,000

#### Academic/Extracurricular Supplement Schedule Effective July 1, 2019

#### **Alternative High School**

POSITION	AMOUNT
SCA	\$500
Yearbook	\$700
Dramatics	\$600
Forensics	\$600
Senior Class	\$500
Honor Society	\$500
Clubs	\$200
Textbooks	\$250
Lockers	\$250
Magazine	\$500
Newspaper	\$500
Finances	\$500

#### **Middle School**

POSITION	AMOUNT
Approved Clubs	\$300
Service Assignments	\$300

#### **Elementary School**

POSITION	AMOUNT
Approved Clubs	\$300
Service Assignments	\$300

Based on individual school needs, additional coaches and sponsors can be added at the discretion of the principal and athletic director. If it is deemed necessary to appoint additional coaches or sponsors, supplemental salary cannot exceed the allotted amount approved by the School Board.

### Contract Schedule Effective July 1, 2019

#### **Teacher**

CONTRACT LENGTH	PAYCHECKS	CONTRACT DATES	PAY START DATE	PAY END DATE
260 Days	24	7/1/19 – 6/30/20	July 15, 2019	June 30, 2020
230 Days	24	8/1/19 – 6/30/20	August 15, 2019	July 31, 2020
210 Days	24	8/14/19 – 6/22/20	August 31, 2019	August 15, 2020
200 Days	24	8/21/19 – 6/15/20	September 15, 2019	August 31, 2020

#### Support

CONTRACT LENGTH	PAYCHECKS	CONTRACT DATES	PAY START DATE	PAY END DATE
260 Days	24	7/1/19 – 6/30/20	July 15, 2019	June 30, 2020
216 Days	24	8/1/19 – 6/30/20	August 15, 2019	July 31, 2020
201 Days	24	8/19/19 – 6/22/20	August 31, 2019	August 15, 2020
191 Days	24	8/26/19 – 6/15/20	September 15, 2019	August 31, 2020
191 Days	20	8/26/19 – 6/15/20	September 15, 2019	June 30, 2020

#### **Patrick Henry**

CONTRACT LENGTH	PAYCHECKS	CONTRACT DATES	PAY START DATE	PAY END DATE
Assistant Principal – 216 Days	24	7/1/19 – 6/25/20	July 31, 2019	July 15, 2020
Teacher – 210 Days	24	7/22/19 – 6/25/20	August 15, 2019	July 31, 2020
Teacher – 200 Days	24	7/29/19 – 6/18/20	August 15, 2019	July 31, 2020
Support – 191 Days	24	7/29/19 – 6/17/20	August 15, 2019	July 31, 2020

#### Transportation

CONTRACT LENGTH	PAYCHECKS	CONTRACT DATES	PAY START DATE	PAY END DATE
Bus Operators and Monitors 184 Days	24	8/19/19 - 8/21/19	September 15, 2019	August 31, 2020
		9/3/19 – 6/12/20		
Bus Operators and Monitors 184 Days	20	8/19/19 - 8/21/19	September 15, 2019	June 30, 2020
		9/3/19 – 6/12/20		

#### **School Nutrition Services**

CONTRACT LENGTH	PAYCHECKS	CONTRACT DATES	PAY START DATE	PAY END DATE
Food Service Assistants 183 Days	24	8/29/19 – 6/15/20	September 15, 2019	August 31, 2020
Food Service Assistants 183 Days	20	8/29/19 – 6/15/20	September 15, 2019	June 30, 2020



### A Publication of Richmond Public Schools Richmond, Virginia

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