Gloucester County Public Schools

Pay Plan

Fiscal Year 2027

July 1, 2026 – June 30, 2027

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Gloucester County Public Schools does not discriminate on the basis of race, color, national origin, gender, creed, marital status, age, or disability in its educational programs, activities, or employment practices as required by the Title VI, Title VII, Title XI, Section 504 and ADA regulations.

National Board Certification Program for Teachers

Gloucester County Public Schools recognizes and supports the benefits of the National Board Certification Program for teachers. To this end, a $2,500 supplement will be guaranteed to teachers for the first year they are certified. In as much as the Commonwealth of Virginia also recognizes employees with a financial incentive, Gloucester County Public Schools will adhere to the following procedures:

1. Up to $600 (less any grants received) will be reimbursed to teachers upon satisfactory completion of each component of the National Board Certified Teacher (NBCT) process.

2. Once a teacher is notified (usually in the Fall) that they have achieved National Board Certification, Gloucester County Public Schools guarantees a $2,500 supplement for that school year.

3. Currently, the Commonwealth of Virginia provides a financial incentive for years beyond initial certification. For those years, Gloucester County Public Schools guarantees that if state support falls below the $2,500 level, Gloucester County Public Schools will make up any difference, up to and including the entire $2,500.

4. Only teaching staff assigned directly to students for more than 50% of the school day are eligible for the incentive.

Reference: Policy File No. GBBC-R (Tuition Assistance)

Teacher Pay Scale

Step	Bachelor's	+15 Hours	Masters	Dual Masters	Doctorate
0	$53,025	$54,346	$57,968	$60,440	$62,980
1	$53,541	$54,874	$58,532	$61,028	$63,592
2	$54,215	$55,565	$59,269	$61,796	$64,394
3	$54,920	$56,274	$60,021	$62,579	$65,133
4	$55,633	$56,987	$60,733	$63,293	$65,846
5	$56,357	$57,710	$61,457	$64,016	$66,570
6	$57,089	$58,442	$62,189	$64,748	$67,302
7	$57,832	$59,185	$62,931	$65,490	$68,044
8	$58,584	$59,936	$63,683	$66,241	$68,795
9	$59,345	$60,698	$64,445	$67,004	$69,558
10	$60,117	$61,470	$65,216	$67,775	$70,327
11	$60,898	$62,251	$65,997	$68,556	$71,109
12	$61,690	$63,042	$66,788	$69,348	$71,901
13	$62,492	$63,844	$67,590	$70,150	$72,703
14	$63,304	$64,656	$68,402	$70,962	$73,514
15	$64,127	$65,479	$69,226	$71,784	$74,338
16	$64,961	$66,312	$70,058	$72,617	$75,171
17	$65,805	$67,156	$70,902	$73,462	$76,015
18	$66,660	$68,012	$71,758	$74,318	$76,870
19	$67,527	$68,878	$72,625	$75,184	$77,736
20	$68,404	$69,756	$73,502	$76,062	$78,615
21	$69,295	$70,646	$74,392	$76,951	$79,503
22	$70,195	$71,545	$75,292	$77,851	$80,405
23	$71,424	$72,773	$76,521	$79,079	$81,633
24	$72,674	$74,022	$77,771	$80,329	$82,882
25	$73,946	$75,294	$79,042	$81,600	$84,154
26	$75,239	$76,589	$80,335	$82,894	$85,447
27	$76,556	$77,905	$81,651	$84,210	$86,764
28	$77,895	$79,244	$82,991	$85,550	$88,103
29	$79,259	$80,607	$84,354	$86,912	$89,466
30	$80,645	$81,993	$85,741	$88,300	$90,853

- Teacher Apprentice salary is $35,000
- Steps on the Teacher Pay Scale are equal to the completed years of full-time creditable service, as determined by Human Resources.
- Fifteen semester hours in an approved Master's Degree program must be completed to qualify for salary placement in Lane 2 (employee must be enrolled in a program).
- Placement in Lane 4 also includes teachers having completed the Certificate of Advanced Graduate Study (C.A.G.S.), Certificate of Advanced Studies (C.A.S.), or the Education Specialist (Ed.S.) degree as documented on official college/university transcripts.

Administrative Associate I Pay Scale

Step	Lane I				Lane II				Lane III			
		Annual				Annual				Annual		
	Hourly Rate	198 Days	11 Months	12 Months	Hourly Rate	198 Days	11 Months	12 Months	Hourly Rate	198 Days	11 Months	12 Months
0	$17.09	$25,367	$28,185	$31,516	$17.95	$26,645	$29,606	$33,105	$18.35	$27,246	$30,274	$33,852
1	$17.26	$25,614	$28,459	$31,822	$18.13	$26,904	$29,894	$33,427	$18.71	$27,781	$30,868	$34,516
2	$17.48	$25,936	$28,818	$32,224	$18.35	$27,243	$30,271	$33,848	$18.95	$28,131	$31,257	$34,951
3	$17.76	$26,351	$29,280	$32,740	$18.65	$27,679	$30,755	$34,389	$19.26	$28,582	$31,757	$35,510
4	$18.04	$26,773	$29,748	$33,263	$18.94	$28,122	$31,247	$34,939	$19.57	$29,038	$32,265	$36,078
5	$18.33	$27,202	$30,224	$33,795	$19.24	$28,572	$31,746	$35,499	$19.88	$29,503	$32,781	$36,655
6	$18.62	$27,636	$30,708	$34,336	$19.56	$29,029	$32,255	$36,067	$20.19	$29,975	$33,305	$37,242
7	$18.92	$28,078	$31,198	$34,885	$19.87	$29,494	$32,771	$36,644	$20.51	$30,455	$33,839	$37,838
8	$19.22	$28,528	$31,698	$35,444	$20.19	$29,966	$33,295	$37,230	$20.85	$30,943	$34,380	$38,443
9	$19.53	$28,984	$32,205	$36,010	$20.51	$30,445	$33,828	$37,825	$21.18	$31,438	$34,930	$39,058
10	$19.84	$29,448	$32,720	$36,587	$20.84	$30,932	$34,369	$38,431	$21.52	$31,940	$35,489	$39,683
11	$20.16	$29,919	$33,243	$37,172	$21.17	$31,427	$34,920	$39,045	$21.87	$32,452	$36,056	$40,318
12	$20.48	$30,398	$33,776	$37,767	$21.51	$31,930	$35,478	$39,670	$22.21	$32,971	$36,633	$40,963
13	$20.80	$30,884	$34,315	$38,371	$21.86	$32,441	$36,045	$40,305	$22.56	$33,498	$37,220	$41,618
14	$21.14	$31,378	$34,864	$38,985	$22.21	$32,960	$36,622	$40,950	$22.93	$34,033	$37,815	$42,284
15	$21.48	$31,881	$35,423	$39,609	$22.56	$33,487	$37,208	$41,605	$23.29	$34,578	$38,420	$42,961
16	$21.82	$32,390	$35,990	$40,242	$22.92	$34,023	$37,803	$42,271	$23.66	$35,132	$39,035	$43,648
17	$22.17	$32,909	$36,565	$40,886	$23.29	$34,567	$38,408	$42,947	$24.05	$35,693	$39,660	$44,346
18	$22.52	$33,435	$37,150	$41,540	$23.65	$35,120	$39,022	$43,635	$24.43	$36,264	$40,294	$45,056
19	$22.88	$33,970	$37,744	$42,205	$24.04	$35,683	$39,647	$44,333	$24.82	$36,845	$40,939	$45,777
20	$23.25	$34,514	$38,348	$42,881	$24.42	$36,253	$40,282	$45,042	$25.21	$37,434	$41,594	$46,509
21	$23.62	$35,066	$38,962	$43,566	$24.81	$36,833	$40,926	$45,763	$25.62	$38,033	$42,259	$47,253
22	$24.00	$35,627	$39,585	$44,264	$25.21	$37,423	$41,581	$46,495	$26.04	$38,642	$42,936	$48,009
23	$24.38	$36,197	$40,218	$44,972	$25.61	$38,022	$42,246	$47,238	$26.45	$39,260	$43,622	$48,778
24	$24.78	$36,776	$40,862	$45,691	$26.03	$38,629	$42,921	$47,994	$26.87	$39,889	$44,320	$49,558
25	$25.17	$37,365	$41,516	$46,422	$26.44	$39,248	$43,609	$48,762	$27.30	$40,526	$45,029	$50,351
26	$25.57	$37,963	$42,180	$47,166	$26.86	$39,876	$44,307	$49,542	$27.74	$41,175	$45,750	$51,156
27	$25.98	$38,570	$42,855	$47,920	$27.29	$40,514	$45,015	$50,335	$28.18	$41,833	$46,482	$51,974
28	$26.40	$39,187	$43,541	$48,686	$27.73	$41,162	$45,736	$51,140	$28.64	$42,503	$47,226	$52,806
29	$26.82	$39,814	$44,237	$49,465	$28.17	$41,821	$46,467	$51,959	$29.09	$43,183	$47,981	$53,651
30	$27.25	$40,450	$44,945	$50,256	$28.63	$42,490	$47,210	$52,790	$29.55	$43,874	$48,748	$54,510

7.5 hours per day

Lane I – High school diploma and up to 60 semester hours of college coursework
Lane II – 60+ hours of college coursework and/or Associate's Degree
Lane III – Bachelor's Degree +

Administrative Associate II Pay Scale

Step	Lane I		Lane II		Lane III	
	Hourly Rate	Annual	Hourly Rate	Annual	Hourly Rate	Annual
0	$19.77	$36,459	$20.34	$37,518	$20.92	$38,596
1	$19.96	$36,813	$20.54	$37,882	$21.13	$38,971
2	$20.21	$37,276	$20.80	$38,360	$21.40	$39,462
3	$20.53	$37,873	$21.14	$38,973	$21.74	$40,094
4	$20.87	$38,479	$21.47	$39,596	$22.08	$40,735
5	$21.20	$39,095	$21.81	$40,230	$22.44	$41,387
6	$21.54	$39,720	$22.17	$40,874	$22.80	$42,049
7	$21.89	$40,356	$22.52	$41,528	$23.17	$42,722
8	$22.23	$41,001	$22.87	$42,192	$23.54	$43,405
9	$22.58	$41,658	$23.25	$42,867	$23.91	$44,100
10	$22.95	$42,324	$23.61	$43,554	$24.30	$44,806
11	$23.31	$43,001	$24.00	$44,250	$24.68	$45,522
12	$23.69	$43,689	$24.37	$44,958	$25.08	$46,250
13	$24.07	$44,388	$24.77	$45,677	$25.47	$46,991
14	$24.46	$45,098	$25.16	$46,408	$25.89	$47,743
15	$24.84	$45,820	$25.57	$47,151	$26.30	$48,506
16	$25.25	$46,553	$25.97	$47,905	$26.72	$49,282
17	$25.64	$47,298	$26.39	$48,671	$27.15	$50,071
18	$26.06	$48,055	$26.82	$49,450	$27.59	$50,872
19	$26.47	$48,823	$27.24	$50,242	$28.02	$51,686
20	$26.90	$49,604	$27.68	$51,046	$28.47	$52,513
21	$27.33	$50,398	$28.12	$51,862	$28.93	$53,354
22	$27.76	$51,205	$28.57	$52,692	$29.38	$54,206
23	$28.21	$52,023	$29.02	$53,534	$29.86	$55,074
24	$28.66	$52,856	$29.49	$54,391	$30.34	$55,956
25	$29.11	$53,702	$29.96	$55,262	$30.82	$56,850
26	$29.58	$54,561	$30.45	$56,146	$31.32	$57,760
27	$30.05	$55,434	$30.92	$57,044	$31.82	$58,685
28	$30.54	$56,321	$31.42	$57,957	$32.33	$59,623
29	$31.03	$57,222	$31.92	$58,884	$32.84	$60,577
30	$31.52	$58,138	$32.43	$59,826	$33.37	$61,547

12 months / 7.5 hours per day

Lane I – High school diploma and up to 60 semester hours of college coursework
Lane II – 60+ hours of college coursework and/or Associate's Degree
Lane III – Bachelor's Degree +

Bus Assistant Pay Scale

Step	Hourly Rate	Hours Per Day										
		3	3.5	4	4.5	5	5.5	6	6.5	7	7.5	8
0	$16.23	$8,765	$10,226	$11,687	$13,148	$14,608	$16,070	$17,531	$18,991	$20,452	$21,913	$23,374
1	$16.40	$8,851	$10,326	$11,801	$13,276	$14,751	$16,227	$17,701	$19,176	$20,651	$22,126	$23,601
2	$16.60	$8,962	$10,457	$11,950	$13,444	$14,937	$16,430	$17,924	$19,417	$20,912	$22,405	$23,899
3	$16.87	$9,106	$10,623	$12,140	$13,659	$15,176	$16,694	$18,211	$19,728	$21,246	$22,763	$24,280
4	$17.14	$9,251	$10,794	$12,335	$13,877	$15,418	$16,961	$18,502	$20,044	$21,586	$23,128	$24,669
5	$17.41	$9,400	$10,966	$12,532	$14,099	$15,665	$17,232	$18,798	$20,365	$21,931	$23,497	$25,063
6	$17.70	$9,550	$11,142	$12,733	$14,324	$15,916	$17,508	$19,099	$20,690	$22,282	$23,874	$25,465
7	$17.98	$9,703	$11,320	$12,937	$14,553	$16,170	$17,788	$19,405	$21,022	$22,638	$24,255	$25,873
8	$18.27	$9,858	$11,501	$13,144	$14,786	$16,429	$18,073	$19,715	$21,358	$23,001	$24,643	$26,286
9	$18.56	$10,016	$11,685	$13,354	$15,023	$16,692	$18,362	$20,031	$21,699	$23,368	$25,037	$26,707
10	$18.85	$10,176	$11,872	$13,567	$15,264	$16,960	$18,655	$20,351	$22,046	$23,743	$25,439	$27,134
11	$19.15	$10,339	$12,061	$13,785	$15,508	$17,230	$18,953	$20,677	$22,399	$24,122	$25,846	$27,569
12	$19.46	$10,504	$12,255	$14,005	$15,755	$17,506	$19,257	$21,007	$22,758	$24,508	$26,258	$28,010
13	$19.78	$10,672	$12,450	$14,230	$16,008	$17,787	$19,565	$21,343	$23,122	$24,900	$26,679	$28,458
14	$20.09	$10,842	$12,650	$14,456	$16,264	$18,070	$19,878	$21,684	$23,492	$25,298	$27,106	$28,912
15	$20.41	$11,016	$12,853	$14,688	$16,524	$18,360	$20,196	$22,032	$23,867	$25,704	$27,540	$29,375
16	$20.73	$11,193	$13,058	$14,923	$16,788	$18,654	$20,519	$22,384	$24,249	$26,115	$27,981	$29,845
17	$21.06	$11,372	$13,267	$15,162	$17,058	$18,952	$20,847	$22,742	$24,638	$26,533	$28,428	$30,323
18	$21.41	$11,554	$13,479	$15,405	$17,330	$19,255	$21,181	$23,106	$25,032	$26,957	$28,882	$30,808
19	$21.75	$11,739	$13,695	$15,651	$17,608	$19,564	$21,520	$23,476	$25,433	$27,389	$29,345	$31,301
20	$22.09	$11,926	$13,914	$15,901	$17,888	$19,877	$21,864	$23,852	$25,839	$27,827	$29,814	$31,802
21	$22.45	$12,118	$14,136	$16,156	$18,176	$20,194	$22,214	$24,234	$26,252	$28,272	$30,292	$32,310
22	$22.80	$12,311	$14,363	$16,414	$18,466	$20,518	$22,570	$24,620	$26,672	$28,724	$30,776	$32,827
23	$23.18	$12,508	$14,593	$16,677	$18,761	$20,846	$22,930	$25,015	$27,100	$29,184	$31,268	$33,353
24	$23.54	$12,708	$14,826	$16,944	$19,062	$21,179	$23,298	$25,415	$27,532	$29,651	$31,768	$33,887
25	$23.91	$12,911	$15,063	$17,215	$19,366	$21,518	$23,670	$25,822	$27,973	$30,125	$32,277	$34,429
26	$24.30	$13,118	$15,304	$17,490	$19,676	$21,862	$24,048	$26,234	$28,421	$30,607	$32,794	$34,980
27	$24.69	$13,328	$15,548	$17,770	$19,991	$22,213	$24,433	$26,655	$28,876	$31,096	$33,318	$35,539
28	$25.08	$13,541	$15,798	$18,054	$20,311	$22,567	$24,824	$27,081	$29,338	$31,595	$33,851	$36,107
29	$25.48	$13,758	$16,051	$18,343	$20,636	$22,928	$25,222	$27,515	$29,807	$32,100	$34,392	$36,685
30	$25.89	$13,978	$16,308	$18,636	$20,966	$23,295	$25,625	$27,955	$30,284	$32,614	$34,942	$37,272

180 days

Bus Driver Pay Scale

Step	Hourly Rate	Hours Per Day										
		3	3.5	4	4.5	5	5.5	6	6.5	7	7.5	8
0	$20.60	$11,124	$12,978	$14,832	$16,686	$18,540	$20,394	$22,248	$24,102	$25,956	$27,810	$29,664
1	$20.80	$11,232	$13,104	$14,976	$16,848	$18,720	$20,592	$22,464	$24,336	$26,208	$28,080	$29,952
2	$21.14	$11,412	$13,315	$15,217	$17,119	$19,020	$20,922	$22,824	$24,726	$26,629	$28,530	$30,432
3	$21.47	$11,592	$13,525	$15,456	$17,388	$19,320	$21,252	$23,184	$25,115	$27,048	$28,979	$30,911
4	$21.81	$11,777	$13,741	$15,703	$17,666	$19,628	$21,592	$23,554	$25,517	$27,480	$29,443	$31,405
5	$22.16	$11,963	$13,956	$15,950	$17,944	$19,937	$21,931	$23,925	$25,918	$27,912	$29,906	$31,899
6	$22.50	$12,149	$14,173	$16,197	$18,222	$20,246	$22,271	$24,296	$26,321	$28,345	$30,370	$32,394
7	$22.85	$12,339	$14,396	$16,452	$18,508	$20,564	$22,622	$24,678	$26,734	$28,791	$30,847	$32,903
8	$23.22	$12,536	$14,625	$16,714	$18,804	$20,892	$22,981	$25,071	$27,160	$29,249	$31,338	$33,427
9	$23.58	$12,732	$14,855	$16,976	$19,098	$21,220	$23,342	$25,464	$27,585	$29,708	$31,830	$33,951
10	$23.96	$12,935	$15,090	$17,246	$19,402	$21,557	$23,712	$25,868	$28,024	$30,179	$32,335	$34,491
11	$24.34	$13,142	$15,332	$17,522	$19,713	$21,903	$24,093	$26,283	$28,474	$30,664	$32,854	$35,044
12	$24.73	$13,350	$15,576	$17,800	$20,025	$22,249	$24,475	$26,699	$28,924	$31,150	$33,374	$35,599
13	$25.11	$13,558	$15,818	$18,077	$20,337	$22,596	$24,855	$27,115	$29,374	$31,634	$33,893	$36,153
14	$25.51	$13,771	$16,066	$18,362	$20,657	$22,951	$25,246	$27,542	$29,837	$32,132	$34,427	$36,722
15	$25.91	$13,991	$16,322	$18,654	$20,986	$23,316	$25,648	$27,980	$30,311	$32,643	$34,975	$37,306
16	$26.33	$14,215	$16,584	$18,953	$21,323	$23,691	$26,060	$28,429	$30,798	$33,167	$35,536	$37,905
17	$26.74	$14,440	$16,846	$19,253	$21,660	$24,065	$26,472	$28,878	$31,285	$33,691	$36,098	$38,504
18	$27.16	$14,664	$17,108	$19,552	$21,996	$24,439	$26,883	$29,327	$31,771	$34,215	$36,659	$39,103
19	$27.60	$14,901	$17,383	$19,867	$22,350	$24,833	$27,316	$29,800	$32,283	$34,766	$37,249	$39,733
20	$28.03	$15,136	$17,659	$20,181	$22,704	$25,226	$27,749	$30,271	$32,794	$35,316	$37,839	$40,361
21	$28.47	$15,372	$17,934	$20,496	$23,057	$25,619	$28,181	$30,743	$33,304	$35,867	$38,428	$40,990
22	$28.93	$15,619	$18,222	$20,825	$23,429	$26,031	$28,634	$31,237	$33,840	$36,443	$39,046	$41,649
23	$29.38	$15,866	$18,510	$21,154	$23,799	$26,442	$29,087	$31,731	$34,376	$37,019	$39,664	$42,308
24	$29.84	$16,113	$18,798	$21,484	$24,169	$26,854	$29,541	$32,226	$34,911	$37,596	$40,282	$42,967
25	$30.32	$16,371	$19,100	$21,828	$24,557	$27,285	$30,014	$32,742	$35,471	$38,199	$40,928	$43,656
26	$30.80	$16,630	$19,402	$22,173	$24,945	$27,715	$30,487	$33,259	$36,030	$38,802	$41,573	$44,345
27	$31.29	$16,894	$19,710	$22,525	$25,340	$28,155	$30,972	$33,787	$36,602	$39,418	$42,233	$45,049
28	$31.79	$17,164	$20,024	$22,885	$25,745	$28,605	$31,466	$34,326	$37,187	$40,047	$42,907	$45,768
29	$32.29	$17,433	$20,339	$23,243	$26,149	$29,054	$31,960	$34,865	$37,770	$40,676	$43,581	$46,486
30	$32.80	$17,709	$20,659	$23,611	$26,562	$29,513	$32,464	$35,416	$38,367	$41,318	$44,269	$47,221

180 days

Cafeteria Manager Pay Scale

Step	0 – 1,000 Students			1,000+ Students		
		Annual			Annual	
	Hourly Rate	7.5 Hours	8 Hours	Hourly Rate	7.5 Hours	8 Hours
0	$18.39	$25,501	$27,201	$20.04	$27,802	$29,655
1	$18.57	$25,749	$27,466	$20.24	$28,072	$29,943
2	$18.80	$26,073	$27,811	$20.57	$28,426	$30,321
3	$19.10	$26,490	$28,256	$20.90	$28,880	$30,805
4	$19.41	$26,915	$28,709	$21.23	$29,342	$31,298
5	$19.71	$27,345	$29,167	$21.57	$29,812	$31,800
6	$20.04	$27,782	$29,634	$21.92	$30,288	$32,308
7	$20.36	$28,227	$30,108	$22.27	$30,773	$32,825
8	$20.68	$28,678	$30,590	$22.62	$31,266	$33,350
9	$21.01	$29,137	$31,080	$22.98	$31,766	$33,884
10	$21.35	$29,603	$31,577	$23.35	$32,275	$34,426
11	$21.69	$30,077	$32,082	$23.72	$32,791	$34,977
12	$22.03	$30,559	$32,595	$24.10	$33,316	$35,536
13	$22.39	$31,048	$33,117	$24.49	$33,848	$36,105
14	$22.74	$31,544	$33,647	$24.88	$34,390	$36,682
15	$23.10	$32,049	$34,185	$25.28	$34,940	$37,270
16	$23.48	$32,562	$34,732	$25.68	$35,499	$37,866
17	$23.85	$33,082	$35,288	$26.10	$36,067	$38,471
18	$24.24	$33,611	$35,852	$26.51	$36,644	$39,087
19	$24.62	$34,150	$36,426	$26.94	$37,230	$39,713
20	$25.02	$34,696	$37,009	$27.37	$37,826	$40,348
21	$25.41	$35,251	$37,601	$27.81	$38,432	$40,993
22	$25.82	$35,815	$38,203	$28.25	$39,046	$41,649
23	$26.23	$36,388	$38,813	$28.70	$39,671	$42,316
24	$26.65	$36,970	$39,435	$29.16	$40,306	$42,993
25	$27.08	$37,561	$40,065	$29.63	$40,950	$43,680
26	$27.51	$38,162	$40,707	$30.10	$41,606	$44,379
27	$27.95	$38,773	$41,358	$30.58	$42,271	$45,090
28	$28.40	$39,394	$42,020	$31.07	$42,947	$45,810
29	$28.85	$40,024	$42,692	$31.57	$43,635	$46,544
30	$29.31	$40,664	$43,375	$32.07	$44,333	$47,288

185 days

Cafeteria Assistant Manager Pay Scale

Step	0 – 1,000 Students			1,000+ Students		
		Annual			Annual	
	Hourly Rate	7 Hours	8 Hours	Hourly Rate	7 Hours	8 Hours
0	$17.27	$22,006	$25,151	$17.82	$22,697	$25,940
1	$17.45	$22,220	$25,395	$18.00	$22,918	$26,192
2	$17.67	$22,501	$25,714	$18.23	$23,207	$26,522
3	$17.96	$22,861	$26,126	$18.52	$23,578	$26,946
4	$18.24	$23,226	$26,544	$18.81	$23,955	$27,377
5	$18.53	$23,598	$26,969	$19.11	$24,339	$27,815
6	$18.83	$23,976	$27,400	$19.42	$24,728	$28,260
7	$19.13	$24,359	$27,838	$19.73	$25,124	$28,713
8	$19.43	$24,748	$28,284	$20.05	$25,525	$29,171
9	$19.74	$25,145	$28,737	$20.37	$25,934	$29,638
10	$20.07	$25,547	$29,196	$20.69	$26,349	$30,113
11	$20.38	$25,956	$29,663	$21.02	$26,770	$30,594
12	$20.71	$26,371	$30,138	$21.36	$27,199	$31,084
13	$21.04	$26,793	$30,620	$21.70	$27,633	$31,581
14	$21.38	$27,221	$31,110	$22.04	$28,076	$32,087
15	$21.72	$27,657	$31,608	$22.40	$28,525	$32,600
16	$22.06	$28,099	$32,114	$22.76	$28,981	$33,121
17	$22.42	$28,550	$32,627	$23.12	$29,445	$33,652
18	$22.78	$29,006	$33,149	$23.49	$29,916	$34,189
19	$23.14	$29,470	$33,680	$23.86	$30,394	$34,736
20	$23.51	$29,941	$34,219	$24.25	$30,881	$35,293
21	$23.88	$30,420	$34,767	$24.63	$31,375	$35,858
22	$24.27	$30,907	$35,322	$25.03	$31,878	$36,431
23	$24.65	$31,402	$35,888	$25.43	$32,387	$37,014
24	$25.05	$31,905	$36,462	$25.84	$32,905	$37,606
25	$25.45	$32,414	$37,045	$26.25	$33,432	$38,208
26	$25.86	$32,933	$37,638	$26.67	$33,967	$38,820
27	$26.28	$33,460	$38,240	$27.10	$34,510	$39,440
28	$26.69	$33,996	$38,852	$27.53	$35,062	$40,072
29	$27.12	$34,540	$39,474	$27.97	$35,624	$40,712
30	$27.55	$35,092	$40,105	$28.42	$36,194	$41,363

182 days

Cafeteria Worker Pay Scale

Step	Hourly Rate	Annual Salary Based on Daily Hours									
		3	3.5	4	4.5	5	5.5	6	6.5	7	7.5
0	$16.22	$8,857	$10,333	$11,809	$13,285	$14,761	$16,238	$17,714	$19,190	$20,666	$22,142
1	$16.38	$8,943	$10,434	$11,924	$13,414	$14,905	$16,396	$17,886	$19,377	$20,867	$22,357
2	$16.59	$9,056	$10,566	$12,075	$13,584	$15,093	$16,602	$18,111	$19,620	$21,130	$22,639
3	$16.86	$9,201	$10,734	$12,267	$13,801	$15,334	$16,868	$18,401	$19,934	$21,468	$23,001
4	$17.13	$9,348	$10,906	$12,464	$14,022	$15,580	$17,138	$18,696	$20,253	$21,811	$23,369
5	$17.40	$9,498	$11,081	$12,664	$14,246	$15,829	$17,412	$18,995	$20,578	$22,160	$23,743
6	$17.68	$9,650	$11,257	$12,866	$14,474	$16,082	$17,691	$19,299	$20,907	$22,514	$24,123
7	$17.97	$9,805	$11,438	$13,072	$14,706	$16,340	$17,974	$19,608	$21,241	$22,875	$24,509
8	$18.26	$9,961	$11,621	$13,281	$14,941	$16,601	$18,261	$19,921	$21,580	$23,241	$24,901
9	$18.55	$10,121	$11,807	$13,493	$15,180	$16,866	$18,553	$20,240	$21,926	$23,613	$25,300
10	$18.84	$10,282	$11,996	$13,710	$15,423	$17,137	$18,850	$20,563	$22,277	$23,990	$25,704
11	$19.14	$10,447	$12,188	$13,929	$15,670	$17,411	$19,152	$20,893	$22,634	$24,375	$26,116
12	$19.44	$10,614	$12,383	$14,152	$15,921	$17,689	$19,458	$21,227	$22,996	$24,764	$26,533
13	$19.75	$10,783	$12,580	$14,377	$16,175	$17,972	$19,769	$21,566	$23,363	$25,160	$26,957
14	$20.08	$10,956	$12,782	$14,608	$16,434	$18,260	$20,086	$21,911	$23,737	$25,564	$27,389
15	$20.40	$11,132	$12,987	$14,841	$16,697	$18,552	$20,407	$22,262	$24,117	$25,972	$27,828
16	$20.72	$11,309	$13,194	$15,079	$16,964	$18,848	$20,734	$22,618	$24,503	$26,387	$28,273
17	$21.05	$11,490	$13,405	$15,321	$17,235	$19,150	$21,065	$22,980	$24,895	$26,810	$28,725
18	$21.39	$11,674	$13,620	$15,565	$17,511	$19,457	$21,403	$23,347	$25,293	$27,239	$29,184
19	$21.73	$11,861	$13,838	$15,815	$17,791	$19,768	$21,745	$23,721	$25,698	$27,675	$29,651
20	$22.08	$12,051	$14,059	$16,067	$18,076	$20,084	$22,092	$24,100	$26,109	$28,118	$30,126
21	$22.44	$12,243	$14,284	$16,324	$18,365	$20,405	$22,446	$24,486	$26,527	$28,567	$30,608
22	$22.79	$12,440	$14,513	$16,585	$18,659	$20,732	$22,805	$24,878	$26,951	$29,025	$31,098
23	$23.16	$12,639	$14,745	$16,852	$18,958	$21,064	$23,170	$25,277	$27,383	$29,489	$31,595
24	$23.53	$12,840	$14,981	$17,121	$19,260	$21,401	$23,541	$25,680	$27,820	$29,961	$32,100
25	$23.90	$13,046	$15,221	$17,394	$19,569	$21,743	$23,917	$26,092	$28,266	$30,440	$32,614
26	$24.29	$13,255	$15,464	$17,673	$19,882	$22,091	$24,300	$26,509	$28,718	$30,927	$33,136
27	$24.67	$13,467	$15,712	$17,956	$20,200	$22,445	$24,689	$26,933	$29,178	$31,422	$33,666
28	$25.07	$13,683	$15,962	$18,243	$20,523	$22,804	$25,084	$27,364	$29,645	$31,924	$34,205
29	$25.46	$13,901	$16,218	$18,535	$20,851	$23,169	$25,485	$27,802	$30,119	$32,435	$34,752
30	$25.88	$14,124	$16,477	$18,832	$21,185	$23,539	$25,892	$28,247	$30,600	$32,954	$35,308

182 days

Car Driver Pay Scale

Step	Hourly Rate	Hours Per Day										
		3	3.5	4	4.5	5	5.5	6	6.5	7	7.5	8
0	$16.72	$9,024	$10,528	$12,031	$13,535	$15,039	$16,543	$18,047	$19,550	$21,055	$22,559	$24,063
1	$16.88	$9,112	$10,630	$12,149	$13,667	$15,186	$16,704	$18,222	$19,741	$21,260	$22,779	$24,297
2	$17.09	$9,226	$10,764	$12,302	$13,840	$15,377	$16,915	$18,452	$19,990	$21,527	$23,065	$24,603
3	$17.37	$9,374	$10,936	$12,498	$14,061	$15,623	$17,185	$18,748	$20,310	$21,872	$23,434	$24,996
4	$17.64	$9,524	$11,112	$12,699	$14,286	$15,873	$17,460	$19,047	$20,635	$22,222	$23,809	$25,396
5	$17.92	$9,677	$11,290	$12,902	$14,515	$16,127	$17,740	$19,352	$20,965	$22,578	$24,190	$25,803
6	$18.22	$9,832	$11,470	$13,109	$14,747	$16,385	$18,024	$19,662	$21,300	$22,939	$24,577	$26,216
7	$18.51	$9,989	$11,654	$13,318	$14,983	$16,647	$18,312	$19,977	$21,641	$23,306	$24,970	$26,635
8	$18.80	$10,149	$11,840	$13,531	$15,222	$16,913	$18,605	$20,296	$21,987	$23,678	$25,369	$27,061
9	$19.10	$10,311	$12,029	$13,747	$15,465	$17,184	$18,902	$20,621	$22,339	$24,058	$25,776	$27,494
10	$19.41	$10,475	$12,222	$13,968	$15,713	$17,459	$19,205	$20,950	$22,696	$24,443	$26,188	$27,934
11	$19.72	$10,644	$12,417	$14,191	$15,964	$17,739	$19,512	$21,286	$23,059	$24,834	$26,607	$28,381
12	$20.04	$10,813	$12,616	$14,418	$16,220	$18,022	$19,824	$21,626	$23,429	$25,231	$27,032	$28,834
13	$20.36	$10,987	$12,817	$14,649	$16,479	$18,311	$20,141	$21,973	$23,803	$25,634	$27,465	$29,296
14	$20.68	$11,163	$13,022	$14,883	$16,743	$18,603	$20,464	$22,324	$24,185	$26,044	$27,905	$29,765
15	$21.01	$11,341	$13,231	$15,121	$17,011	$18,901	$20,791	$22,681	$24,572	$26,461	$28,351	$30,241
16	$21.35	$11,523	$13,442	$15,363	$17,283	$19,203	$21,124	$23,044	$24,965	$26,884	$28,804	$30,725
17	$21.69	$11,707	$13,658	$15,609	$17,560	$19,511	$21,462	$23,413	$25,364	$27,315	$29,265	$31,216
18	$22.03	$11,894	$13,876	$15,858	$17,841	$19,823	$21,805	$23,787	$25,770	$27,752	$29,734	$31,716
19	$22.39	$12,084	$14,099	$16,112	$18,126	$20,140	$22,154	$24,168	$26,181	$28,196	$30,209	$32,224
20	$22.75	$12,278	$14,323	$16,370	$18,416	$20,462	$22,508	$24,555	$26,601	$28,646	$30,693	$32,739
21	$23.11	$12,474	$14,553	$16,632	$18,711	$20,790	$22,868	$24,947	$27,026	$29,105	$31,184	$33,263
22	$23.48	$12,674	$14,786	$16,898	$19,010	$21,122	$23,234	$25,346	$27,459	$29,571	$31,683	$33,795
23	$23.85	$12,877	$15,022	$17,169	$19,314	$21,460	$23,606	$25,752	$27,897	$30,044	$32,190	$34,336
24	$24.24	$13,083	$15,262	$17,443	$19,623	$21,803	$23,984	$26,164	$28,345	$30,524	$32,704	$34,885
25	$24.62	$13,292	$15,507	$17,722	$19,937	$22,152	$24,368	$26,583	$28,798	$31,013	$33,228	$35,443
26	$25.02	$13,505	$15,755	$18,006	$20,257	$22,507	$24,758	$27,008	$29,259	$31,509	$33,760	$36,010
27	$25.41	$13,720	$16,007	$18,294	$20,580	$22,867	$25,154	$27,440	$29,727	$32,013	$34,300	$36,587
28	$25.83	$13,940	$16,263	$18,586	$20,910	$23,233	$25,555	$27,879	$30,202	$32,525	$34,849	$37,172
29	$26.23	$14,163	$16,523	$18,884	$21,245	$23,604	$25,965	$28,325	$30,686	$33,045	$35,406	$37,766
30	$26.66	$14,390	$16,788	$19,185	$21,584	$23,982	$26,380	$28,778	$31,177	$33,575	$35,973	$38,370

180 days

Custodian Pay Scale

	Custodian		Assistant Foreman				Foreman			
	All Schools		0–1,000 Students		1,000+ Students		0–1,000 Students		1000+ Students	
Step	Hourly Rate	Annual	Hourly Rate	Annual	Hourly Rate	Annual	Hourly Rate	Annual	Hourly Rate	Annual
0	$15.76	$29,947	$17.27	$31,869	$17.83	$32,889	$18.40	$33,928	$19.95	$36,792
1	$16.40	$30,238	$17.45	$32,179	$18.01	$33,209	$18.58	$34,258	$20.15	$37,149
2	$16.60	$30,619	$17.67	$32,585	$18.24	$33,627	$18.81	$34,690	$20.40	$37,617
3	$16.87	$31,109	$17.96	$33,106	$18.53	$34,166	$19.11	$35,245	$20.72	$38,219
4	$17.14	$31,607	$18.24	$33,635	$18.82	$34,712	$19.42	$35,809	$21.05	$38,831
5	$17.41	$32,113	$18.53	$34,174	$19.12	$35,267	$19.73	$36,382	$21.40	$39,452
6	$17.70	$32,626	$18.83	$34,721	$19.43	$35,832	$20.05	$36,964	$21.73	$40,083
7	$17.98	$33,148	$19.13	$35,276	$19.74	$36,405	$20.37	$37,555	$22.08	$40,725
8	$18.27	$33,679	$19.43	$35,841	$20.06	$36,987	$20.69	$38,156	$22.44	$41,376
9	$18.56	$34,218	$19.74	$36,414	$20.38	$37,579	$21.02	$38,766	$22.79	$42,038
10	$18.85	$34,766	$20.07	$36,996	$20.70	$38,180	$21.36	$39,387	$23.16	$42,711
11	$19.15	$35,322	$20.38	$37,588	$21.03	$38,791	$21.70	$40,018	$23.53	$43,394
12	$19.46	$35,887	$20.71	$38,190	$21.37	$39,412	$22.04	$40,657	$23.90	$44,088
13	$19.78	$36,461	$21.04	$38,801	$21.71	$40,043	$22.40	$41,308	$24.29	$44,794
14	$20.09	$37,044	$21.38	$39,422	$22.06	$40,683	$22.76	$41,969	$24.67	$45,511
15	$20.41	$37,637	$21.72	$40,052	$22.42	$41,334	$23.12	$42,640	$25.07	$46,239
16	$20.73	$38,239	$22.06	$40,694	$22.77	$41,996	$23.49	$43,323	$25.47	$46,978
17	$21.06	$38,851	$22.42	$41,345	$23.13	$42,668	$23.86	$44,015	$25.88	$47,730
18	$21.41	$39,473	$22.78	$42,006	$23.51	$43,350	$24.25	$44,719	$26.30	$48,494
19	$21.75	$40,104	$23.14	$42,678	$23.88	$44,043	$24.63	$45,435	$26.71	$49,269
20	$22.09	$40,746	$23.51	$43,361	$24.27	$44,749	$25.03	$46,162	$27.14	$50,058
21	$22.45	$41,398	$23.88	$44,055	$24.65	$45,464	$25.43	$46,901	$27.58	$50,859
22	$22.80	$42,060	$24.27	$44,759	$25.05	$46,191	$25.84	$47,651	$28.01	$51,673
23	$23.18	$42,733	$24.65	$45,476	$25.44	$46,930	$26.25	$48,414	$28.47	$52,500
24	$23.54	$43,416	$25.05	$46,204	$25.85	$47,681	$26.67	$49,188	$28.92	$53,339
25	$23.91	$44,111	$25.45	$46,942	$26.26	$48,445	$27.10	$49,976	$29.38	$54,193
26	$24.30	$44,817	$25.86	$47,693	$26.69	$49,220	$27.53	$50,775	$29.85	$55,060
27	$24.69	$45,534	$26.28	$48,456	$27.12	$50,007	$27.97	$51,588	$30.33	$55,941
28	$25.08	$46,263	$26.69	$49,232	$27.54	$50,807	$28.42	$52,412	$30.82	$56,835
29	$25.48	$47,003	$27.12	$50,019	$27.99	$51,620	$28.88	$53,252	$31.31	$57,745
30	$25.89	$47,755	$27.55	$50,820	$28.44	$52,446	$29.33	$54,103	$31.81	$58,669

12 months / 7.5 hours per day

Executive Assistant / Clerk of the Board Pay Scale

Step	Lane I		Lane II		Lane III	
	Hourly Rate	Annual	Hourly Rate	Annual	Hourly Rate	Annual
0	$24.17	$44,597	$24.74	$45,637	$25.32	$46,696
1	$24.41	$45,030	$24.99	$46,081	$25.57	$47,150
2	$24.73	$45,598	$25.30	$46,661	$25.89	$47,744
3	$25.12	$46,327	$25.70	$47,407	$26.30	$48,507
4	$25.52	$47,069	$26.12	$48,166	$26.72	$49,284
5	$25.93	$47,822	$26.54	$48,937	$27.15	$50,072
6	$26.35	$48,587	$26.96	$49,720	$27.59	$50,873
7	$26.76	$49,364	$27.39	$50,515	$28.02	$51,687
8	$27.19	$50,154	$27.82	$51,323	$28.47	$52,514
9	$27.63	$50,956	$28.27	$52,144	$28.93	$53,355
10	$28.07	$51,772	$28.72	$52,978	$29.40	$54,208
11	$28.52	$52,601	$29.19	$53,827	$29.86	$55,076
12	$28.98	$53,442	$29.66	$54,688	$30.34	$55,957
13	$29.44	$54,297	$30.12	$55,562	$30.82	$56,852
14	$29.90	$55,165	$30.60	$56,452	$31.32	$57,761
15	$30.38	$56,048	$31.10	$57,354	$31.82	$58,686
16	$30.87	$56,945	$31.59	$58,273	$32.33	$59,625
17	$31.37	$57,856	$32.10	$59,205	$32.85	$60,578
18	$31.87	$58,782	$32.61	$60,152	$33.37	$61,548
19	$32.38	$59,722	$33.13	$61,114	$33.90	$62,533
20	$32.90	$60,678	$33.66	$62,092	$34.45	$63,533
21	$33.42	$61,649	$34.20	$63,086	$35.00	$64,549
22	$33.96	$62,636	$34.75	$64,095	$35.55	$65,582
23	$34.50	$63,637	$35.30	$65,120	$36.12	$66,631
24	$35.05	$64,655	$35.87	$66,162	$36.71	$67,697
25	$35.61	$65,690	$36.45	$67,221	$37.29	$68,781
26	$36.19	$66,740	$37.03	$68,296	$37.88	$69,881
27	$36.76	$67,808	$37.62	$69,389	$38.50	$70,999
28	$37.35	$68,893	$38.22	$70,499	$39.11	$72,135
29	$37.94	$69,996	$38.83	$71,627	$39.73	$73,289
30	$38.56	$71,116	$39.45	$72,773	$40.37	$74,462

12 months / 7.5 hours per day

Lane I – High school diploma and up to 60 semester hours of college coursework
Lane II – 60+ hours of college coursework and/or Associate's Degree
Lane III – Bachelor's Degree +

Facilities and Warehouse Pay Scale

Step	Warehouse Person / Painter / Technician Apprentice		Facilities Technician							
			Journeyman		General		Master		Dual Master	
	Hourly Rate	Annual	Hourly Rate	Annual	Hourly Rate	Annual	Hourly Rate	Annual	Hourly Rate	Annual
0	$16.73	$30,850	$19.15	$35,321	$23.28	$42,930	$25.62	$47,245	$26.81	$49,461
1	$16.89	$31,150	$19.34	$35,664	$23.51	$43,348	$25.87	$47,704	$27.08	$49,941
2	$17.10	$31,542	$19.59	$36,113	$23.80	$43,894	$26.19	$48,305	$27.42	$50,570
3	$17.38	$32,047	$19.90	$36,692	$24.18	$44,596	$26.61	$49,078	$27.86	$51,380
4	$17.65	$32,560	$20.21	$37,278	$24.57	$45,309	$27.03	$49,863	$28.30	$52,202
5	$17.93	$33,080	$20.53	$37,875	$24.96	$46,034	$27.47	$50,661	$28.76	$53,037
6	$18.23	$33,609	$20.87	$38,480	$25.36	$46,771	$27.91	$51,471	$29.22	$53,886
7	$18.52	$34,147	$21.20	$39,096	$25.77	$47,519	$28.36	$52,295	$29.69	$54,748
8	$18.82	$34,694	$21.54	$39,722	$26.18	$48,279	$28.80	$53,132	$30.15	$55,624
9	$19.11	$35,249	$21.89	$40,358	$26.60	$49,052	$29.27	$53,982	$30.64	$56,514
10	$19.42	$35,813	$22.23	$41,004	$27.02	$49,837	$29.74	$54,846	$31.13	$57,418
11	$19.73	$36,386	$22.59	$41,660	$27.45	$50,634	$30.21	$55,723	$31.63	$58,337
12	$20.05	$36,967	$22.95	$42,326	$27.90	$51,444	$30.70	$56,615	$32.13	$59,270
13	$20.37	$37,559	$23.32	$43,003	$28.33	$52,268	$31.18	$57,521	$32.65	$60,219
14	$20.69	$38,160	$23.69	$43,691	$28.79	$53,104	$31.68	$58,440	$33.17	$61,182
15	$21.02	$38,771	$24.07	$44,390	$29.25	$53,954	$32.19	$59,376	$33.70	$62,160
16	$21.36	$39,392	$24.46	$45,100	$29.72	$54,817	$32.70	$60,326	$34.24	$63,156
17	$21.70	$40,022	$24.85	$45,822	$30.20	$55,694	$33.23	$61,291	$34.79	$64,165
18	$22.05	$40,661	$25.25	$46,555	$30.67	$56,585	$33.76	$62,272	$35.34	$65,193
19	$22.40	$41,312	$25.65	$47,300	$31.17	$57,490	$34.30	$63,268	$35.91	$66,235
20	$22.76	$41,973	$26.06	$48,057	$31.67	$58,410	$34.84	$64,280	$36.49	$67,295
21	$23.12	$42,645	$26.47	$48,825	$32.17	$59,344	$35.41	$65,308	$37.07	$68,372
22	$23.49	$43,327	$26.90	$49,607	$32.69	$60,293	$35.98	$66,354	$37.66	$69,466
23	$23.87	$44,021	$27.33	$50,401	$33.21	$61,259	$36.55	$67,415	$38.27	$70,577
24	$24.25	$44,725	$27.76	$51,207	$33.74	$62,238	$37.13	$68,494	$38.87	$71,706
25	$24.64	$45,440	$28.21	$52,026	$34.28	$63,235	$37.73	$69,590	$39.49	$72,854
26	$25.03	$46,167	$28.66	$52,858	$34.83	$64,246	$38.33	$70,703	$40.13	$74,019
27	$25.43	$46,906	$29.11	$53,704	$35.39	$65,274	$38.94	$71,834	$40.77	$75,204
28	$25.84	$47,656	$29.58	$54,564	$35.96	$66,318	$39.57	$72,984	$41.42	$76,407
29	$26.25	$48,419	$30.06	$55,437	$36.53	$67,380	$40.20	$74,151	$42.08	$77,629
30	$26.67	$49,194	$30.54	$56,324	$37.11	$68,457	$40.85	$75,338	$42.76	$78,872

12 months / 7.5 hours per day

Master and Dual Master will receive an additional $1,000 for each additional Journeyman license held

Grounds Pay Scale

Step	Groundskeeper I		Groundskeeper II		Groundskeeper III (Crew Leader / Assistant Foreman)	
	Hourly Rate	Annual	Hourly Rate	Annual	Hourly Rate	Annual
0	$16.73	$30,850	$17.80	$32,830	$18.96	$34,969
1	$16.89	$31,150	$17.98	$33,149	$19.15	$35,308
2	$17.10	$31,542	$18.20	$33,568	$19.39	$35,753
3	$17.38	$32,047	$18.50	$34,104	$19.70	$36,325
4	$17.65	$32,560	$18.79	$34,650	$20.01	$36,906
5	$17.93	$33,080	$19.09	$35,204	$20.34	$37,497
6	$18.23	$33,609	$19.40	$35,767	$20.66	$38,097
7	$18.52	$34,147	$19.70	$36,340	$20.99	$38,706
8	$18.82	$34,694	$20.02	$36,922	$21.32	$39,325
9	$19.11	$35,249	$20.34	$37,512	$21.67	$39,954
10	$19.42	$35,813	$20.67	$38,112	$22.01	$40,594
11	$19.73	$36,386	$20.99	$38,722	$22.36	$41,243
12	$20.05	$36,967	$21.34	$39,342	$22.72	$41,903
13	$20.37	$37,559	$21.68	$39,971	$23.08	$42,573
14	$20.69	$38,160	$22.02	$40,610	$23.46	$43,254
15	$21.02	$38,771	$22.38	$41,260	$23.83	$43,947
16	$21.36	$39,392	$22.73	$41,920	$24.21	$44,650
17	$21.70	$40,022	$23.09	$42,591	$24.60	$45,364
18	$22.05	$40,661	$23.47	$43,273	$24.99	$46,090
19	$22.40	$41,312	$23.84	$43,964	$25.39	$46,828
20	$22.76	$41,973	$24.22	$44,668	$25.80	$47,576
21	$23.12	$42,645	$24.61	$45,383	$26.21	$48,338
22	$23.49	$43,327	$25.00	$46,109	$26.63	$49,111
23	$23.87	$44,021	$25.40	$46,846	$27.06	$49,897
24	$24.25	$44,725	$25.81	$47,596	$27.48	$50,695
25	$24.64	$45,440	$26.22	$48,357	$27.93	$51,506
26	$25.03	$46,167	$26.64	$49,131	$28.38	$52,330
27	$25.43	$46,906	$27.07	$49,917	$28.82	$53,167
28	$25.84	$47,656	$27.50	$50,716	$29.29	$54,018
29	$26.25	$48,419	$27.94	$51,527	$29.76	$54,882
30	$26.67	$49,194	$28.39	$52,352	$30.23	$55,761

12 months / 7.5 hours per day

Groundskeeper I – Pesticide licensure required during first 24 months of employment
Groundskeeper II – Minimum of 1 industry certification required (not to include Pesticide Licensure)
Groundskeeper III – Bachelor's Degree and/or minimum of 2 industry certifications required (not to include Pesticide Licensure) and CDLA required

Office Associate Pay Scale

Step	Hourly Rate	Annual		
		198 Days	11 Months	12 Months
0	$16.98	$25,209	$28,010	$31,320
1	$17.15	$25,454	$28,282	$31,624
2	$17.36	$25,774	$28,638	$32,023
3	$17.64	$26,187	$29,096	$32,535
4	$17.92	$26,606	$29,562	$33,055
5	$18.22	$27,032	$30,035	$33,585
6	$18.51	$27,464	$30,516	$34,121
7	$18.80	$27,903	$31,003	$34,667
8	$19.10	$28,349	$31,500	$35,223
9	$19.40	$28,804	$32,004	$35,786
10	$19.71	$29,265	$32,516	$36,358
11	$20.04	$29,733	$33,036	$36,941
12	$20.35	$30,208	$33,565	$37,532
13	$20.68	$30,691	$34,102	$38,132
14	$21.01	$31,182	$34,648	$38,742
15	$21.35	$31,682	$35,202	$39,362
16	$21.69	$32,188	$35,765	$39,991
17	$22.03	$32,704	$36,338	$40,632
18	$22.39	$33,227	$36,919	$41,282
19	$22.74	$33,758	$37,510	$41,942
20	$23.10	$34,298	$38,110	$42,613
21	$23.48	$34,847	$38,719	$43,295
22	$23.85	$35,405	$39,339	$43,988
23	$24.24	$35,972	$39,968	$44,691
24	$24.62	$36,547	$40,608	$45,406
25	$25.02	$37,131	$41,257	$46,133
26	$25.41	$37,726	$41,917	$46,871
27	$25.82	$38,329	$42,588	$47,621
28	$26.23	$38,943	$43,269	$48,383
29	$26.65	$39,566	$43,962	$49,157
30	$27.08	$40,198	$44,665	$49,944

7.5 hours per day

Paraprofessional Pay Scale

Step	Paraprofessional I		Paraprofessional II		Paraprofessional III		Paraprofessional IV	
	Hourly Rate	Annual	Hourly Rate	Annual	Hourly Rate	Annual	Hourly Rate	Annual
0	$16.73	$22,824	$17.35	$23,665	$18.12	$24,724	$18.96	$25,871
1	$16.89	$23,046	$17.52	$23,896	$18.30	$24,965	$19.15	$26,122
2	$17.10	$23,336	$17.74	$24,196	$18.53	$25,280	$19.39	$26,452
3	$17.38	$23,709	$18.02	$24,584	$18.83	$25,684	$19.70	$26,875
4	$17.65	$24,089	$18.31	$24,977	$19.13	$26,095	$20.01	$27,305
5	$17.93	$24,474	$18.60	$25,376	$19.43	$26,512	$20.34	$27,741
6	$18.23	$24,866	$18.90	$25,783	$19.74	$26,936	$20.66	$28,186
7	$18.52	$25,264	$19.20	$26,195	$20.06	$27,368	$20.99	$28,636
8	$18.82	$25,668	$19.50	$26,614	$20.38	$27,806	$21.32	$29,094
9	$19.11	$26,078	$19.82	$27,040	$20.70	$28,250	$21.67	$29,560
10	$19.42	$26,496	$20.14	$27,473	$21.03	$28,702	$22.01	$30,033
11	$19.73	$26,920	$20.46	$27,912	$21.38	$29,161	$22.36	$30,513
12	$20.05	$27,350	$20.78	$28,359	$21.72	$29,628	$22.72	$31,002
13	$20.37	$27,788	$21.12	$28,813	$22.06	$30,102	$23.08	$31,498
14	$20.69	$28,232	$21.46	$29,273	$22.42	$30,584	$23.46	$32,001
15	$21.02	$28,685	$21.80	$29,742	$22.77	$31,073	$23.83	$32,514
16	$21.36	$29,143	$22.15	$30,218	$23.13	$31,571	$24.21	$33,034
17	$21.70	$29,609	$22.50	$30,701	$23.51	$32,075	$24.60	$33,562
18	$22.05	$30,084	$22.86	$31,192	$23.88	$32,589	$24.99	$34,099
19	$22.40	$30,565	$23.23	$31,691	$24.27	$33,110	$25.39	$34,645
20	$22.76	$31,054	$23.60	$32,199	$24.65	$33,639	$25.80	$35,199
21	$23.12	$31,550	$23.98	$32,714	$25.05	$34,178	$26.21	$35,762
22	$23.49	$32,055	$24.36	$33,237	$25.45	$34,725	$26.63	$36,335
23	$23.87	$32,568	$24.75	$33,769	$25.86	$35,280	$27.06	$36,916
24	$24.25	$33,089	$25.14	$34,309	$26.26	$35,845	$27.48	$37,507
25	$24.64	$33,618	$25.55	$34,858	$26.69	$36,418	$27.93	$38,107
26	$25.03	$34,156	$25.95	$35,416	$27.12	$37,001	$28.38	$38,717
27	$25.43	$34,703	$26.37	$35,982	$27.55	$37,593	$28.82	$39,335
28	$25.84	$35,259	$26.80	$36,559	$27.99	$38,194	$29.29	$39,966
29	$26.25	$35,822	$27.22	$37,143	$28.44	$38,806	$29.76	$40,604
30	$26.67	$36,395	$27.66	$37,737	$28.90	$39,427	$30.23	$41,254

182 days / 7.5 hours per day

Paraprofessional I – High School Diploma with passing ParaPro assessment
Paraprofessional II – 60+ semester hours
Paraprofessional III – Bachelor's Degree +
Paraprofessional IV – Master's Degree and/or Teaching Licensure

School Nurse Assistant (LPN) Pay Scale

Step	Hourly Rate	Annual	
		182 Days	192 Days
0	$20.37	$27,801	$29,328
1	$20.58	$28,071	$29,613
2	$20.84	$28,425	$29,986
3	$21.17	$28,879	$30,466
4	$21.50	$29,341	$30,953
5	$21.84	$29,811	$31,449
6	$22.20	$30,287	$31,951
7	$22.55	$30,772	$32,463
8	$22.92	$31,265	$32,982
9	$23.28	$31,765	$33,510
10	$23.65	$32,273	$34,046
11	$24.03	$32,790	$34,591
12	$24.41	$33,314	$35,144
13	$24.81	$33,847	$35,707
14	$25.20	$34,389	$36,278
15	$25.61	$34,939	$36,858
16	$26.02	$35,498	$37,448
17	$26.43	$36,066	$38,048
18	$26.86	$36,643	$38,656
19	$27.28	$37,229	$39,275
20	$27.72	$37,824	$39,903
21	$28.17	$38,430	$40,542
22	$28.62	$39,045	$41,190
23	$29.07	$39,669	$41,849
24	$29.54	$40,305	$42,519
25	$30.01	$40,949	$43,199
26	$30.49	$41,605	$43,891
27	$30.98	$42,270	$44,593
28	$31.48	$42,946	$45,306
29	$31.97	$43,634	$46,031
30	$32.48	$44,332	$46,767

182 days / 7.5 hours per day

School Nurse Pay Scale

Step	RN	Bachelor's Degree	Master's Degree
0	$45,599	$47,725	$49,851
1	$46,042	$48,189	$50,335
2	$46,623	$48,796	$50,970
3	$47,368	$49,542	$51,716
4	$48,126	$50,300	$52,474
5	$48,896	$51,070	$53,243
6	$49,679	$51,853	$54,026
7	$50,474	$52,647	$54,821
8	$51,281	$53,454	$55,628
9	$52,101	$54,275	$56,449
10	$52,935	$55,109	$57,283
11	$53,782	$55,956	$58,129
12	$54,643	$56,817	$58,990
13	$55,517	$57,690	$59,864
14	$56,405	$58,578	$60,752
15	$57,308	$59,481	$61,655
16	$58,225	$60,398	$62,572
17	$59,156	$61,329	$63,503
18	$60,102	$62,276	$64,449
19	$61,064	$63,238	$65,411
20	$62,042	$64,215	$66,389
21	$63,034	$65,207	$67,381
22	$64,043	$66,216	$68,390
23	$65,067	$67,241	$69,414
24	$66,108	$68,282	$70,455
25	$67,166	$69,339	$71,513
26	$68,240	$70,414	$72,587
27	$69,332	$71,506	$73,679
28	$70,442	$72,615	$74,789
29	$71,569	$73,743	$75,916
30	$72,714	$74,888	$77,061

192 days / 7.5 hours per day

School Security Officer Pay Scale

Step	Security Officer I		Security Officer II		Lead Security Officer	
	Hourly Rate	Annual 180 Days	Hourly Rate	Annual 180 Days	Hourly Rate	Annual 180 Days
0	$18.12	$24,453	$21.45	$28,958	$24.22	$32,679
1	$18.30	$24,691	$21.67	$29,240	$24.46	$32,997
2	$18.53	$25,002	$21.94	$29,608	$24.76	$33,413
3	$18.83	$25,401	$22.29	$30,082	$25.11	$33,886
4	$19.13	$25,808	$22.65	$30,564	$25.46	$34,367
5	$19.43	$26,221	$23.01	$31,053	$25.83	$34,856
6	$19.74	$26,641	$23.38	$31,550	$26.19	$35,353
7	$20.06	$27,066	$23.76	$32,054	$26.57	$35,859
8	$20.38	$27,500	$24.13	$32,567	$26.95	$36,371
9	$20.70	$27,940	$24.52	$33,088	$27.34	$36,892
10	$21.03	$28,387	$24.91	$33,617	$27.73	$37,422
11	$21.38	$28,841	$25.31	$34,155	$28.13	$37,959
12	$21.72	$29,302	$25.71	$34,702	$28.53	$38,505
13	$22.06	$29,772	$26.13	$35,258	$28.95	$39,061
14	$22.42	$30,248	$26.55	$35,821	$29.36	$39,626
15	$22.77	$30,731	$26.97	$36,394	$29.79	$40,199
16	$23.13	$31,223	$27.40	$36,977	$30.22	$40,781
17	$23.51	$31,723	$27.84	$37,568	$30.65	$41,372
18	$23.88	$32,230	$28.28	$38,170	$31.10	$41,973
19	$24.27	$32,746	$28.74	$38,780	$31.55	$42,584
20	$24.65	$33,270	$29.20	$39,401	$32.02	$43,204
21	$25.05	$33,803	$29.67	$40,031	$32.48	$43,834
22	$25.45	$34,343	$30.13	$40,672	$32.95	$44,475
23	$25.86	$34,892	$30.62	$41,322	$33.44	$45,126
24	$26.26	$35,451	$31.11	$41,983	$33.93	$45,788
25	$26.69	$36,018	$31.61	$42,655	$34.42	$46,458
26	$27.12	$36,594	$32.11	$43,337	$34.93	$47,142
27	$27.55	$37,179	$32.63	$44,031	$35.44	$47,834
28	$27.99	$37,774	$33.15	$44,735	$35.97	$48,539
29	$28.44	$38,379	$33.68	$45,452	$36.50	$49,255
30	$28.90	$38,993	$34.21	$46,179	$37.03	$49,982

180 days / 7.5 hours per day

Security Officer II – Bachelor's Degree and/or 10+ years of work experience as a law enforcement officer

Lead Security Officer will receive an annual $3,500 supplement; this supplemental compensation has been added to the compensation listed above for the Head Security Officer at Gloucester High School

Specialist Pay Scale

Step	Lane I		Lane II		Lane III	
	Hourly Rate	Annual	Hourly Rate	Annual	Hourly Rate	Annual
0	$22.40	$41,323	$23.09	$42,597	$23.42	$43,205
1	$22.62	$41,724	$23.32	$43,011	$23.65	$43,625
2	$22.91	$42,249	$23.61	$43,553	$23.96	$44,174
3	$23.28	$42,925	$24.00	$44,249	$24.33	$44,881
4	$23.64	$43,612	$24.37	$44,958	$24.73	$45,599
5	$24.03	$44,310	$24.77	$45,677	$25.12	$46,328
6	$24.41	$45,019	$25.16	$46,407	$25.53	$47,070
7	$24.80	$45,740	$25.57	$47,150	$25.93	$47,823
8	$25.19	$46,471	$25.97	$47,905	$26.35	$48,588
9	$25.60	$47,214	$26.39	$48,671	$26.76	$49,366
10	$26.00	$47,969	$26.82	$49,449	$27.19	$50,156
11	$26.42	$48,737	$27.24	$50,241	$27.63	$50,958
12	$26.85	$49,517	$27.68	$51,045	$28.07	$51,774
13	$27.27	$50,309	$28.12	$51,861	$28.52	$52,602
14	$27.71	$51,114	$28.57	$52,691	$28.98	$53,443
15	$28.16	$51,932	$29.02	$53,534	$29.44	$54,298
16	$28.60	$52,763	$29.49	$54,390	$29.92	$55,167
17	$29.06	$53,607	$29.96	$55,261	$30.39	$56,050
18	$29.53	$54,465	$30.45	$56,145	$30.87	$56,947
19	$30.00	$55,337	$30.92	$57,043	$31.37	$57,858
20	$30.48	$56,222	$31.42	$57,957	$31.87	$58,783
21	$30.97	$57,121	$31.92	$58,883	$32.38	$59,724
22	$31.46	$58,036	$32.43	$59,825	$32.90	$60,679
23	$31.96	$58,964	$32.95	$60,783	$33.42	$61,651
24	$32.48	$59,908	$33.48	$61,756	$33.96	$62,637
25	$33.00	$60,865	$34.01	$62,744	$34.50	$63,639
26	$33.52	$61,840	$34.56	$63,747	$35.05	$64,657
27	$34.06	$62,829	$35.12	$64,768	$35.61	$65,692
28	$34.61	$63,835	$35.68	$65,803	$36.19	$66,742
29	$35.16	$64,856	$36.25	$66,856	$36.76	$67,811
30	$35.73	$65,893	$36.82	$67,926	$37.35	$68,895

12 months / 7.5 hours per day

*Includes: Human Resources Specialist, Benefits Specialist, Finance Specialist, Data Specialist, Operations Specialist, Student Support Specialist and Technology Specialist

Lane I – High school diploma and up to 60 semester hours of college coursework
Lane II – 60+ hours of college coursework and/or Associate's Degree
Lane III – Bachelor's Degree +

Technology Technician Pay Scale

Step	Hourly Rate	Annual	2+ Industry Certifications for Assigned Role(s)		Bachelor's Degree and/or 3+ Industry Certifications for Assigned Role(s)	
			Hourly Rate	Annual	Hourly Rate	Annual
0	$20.32	$37,479	$21.10	$38,930	$21.90	$40,401
1	$20.52	$37,843	$21.31	$39,308	$22.12	$40,793
2	$20.77	$38,319	$21.58	$39,803	$22.40	$41,307
3	$21.11	$38,933	$21.93	$40,440	$22.76	$41,968
4	$21.45	$39,556	$22.28	$41,087	$23.12	$42,639
5	$21.79	$40,188	$22.64	$41,744	$23.49	$43,322
6	$22.14	$40,831	$23.00	$42,413	$23.86	$44,014
7	$22.49	$41,484	$23.36	$43,091	$24.25	$44,719
8	$22.85	$42,149	$23.74	$43,780	$24.63	$45,434
9	$23.22	$42,822	$24.12	$44,481	$25.03	$46,161
10	$23.59	$43,508	$24.51	$45,193	$25.43	$46,900
11	$23.97	$44,204	$24.89	$45,915	$25.84	$47,650
12	$24.35	$44,911	$25.30	$46,650	$26.25	$48,412
13	$24.74	$45,629	$25.70	$47,396	$26.67	$49,187
14	$25.14	$46,360	$26.11	$48,155	$27.10	$49,975
15	$25.54	$47,101	$26.52	$48,925	$27.53	$50,774
16	$25.94	$47,855	$26.95	$49,708	$27.97	$51,587
17	$26.36	$48,620	$27.38	$50,504	$28.42	$52,411
18	$26.78	$49,398	$27.82	$51,311	$28.88	$53,251
19	$27.21	$50,189	$28.26	$52,133	$29.33	$54,102
20	$27.65	$50,992	$28.72	$52,967	$29.80	$54,968
21	$28.08	$51,808	$29.18	$53,814	$30.28	$55,847
22	$28.54	$52,637	$29.64	$54,675	$30.77	$56,741
23	$29.00	$53,479	$30.11	$55,550	$31.26	$57,649
24	$29.46	$54,334	$30.60	$56,438	$31.76	$58,571
25	$29.93	$55,204	$31.09	$57,342	$32.27	$59,508
26	$30.40	$56,087	$31.59	$58,259	$32.78	$60,460
27	$30.89	$56,984	$32.09	$59,191	$33.31	$61,427
28	$31.39	$57,896	$32.61	$60,138	$33.84	$62,410
29	$31.89	$58,823	$33.13	$61,100	$34.38	$63,409
30	$32.40	$59,764	$33.66	$62,078	$34.93	$64,423

12 months / 7.5 hours per day

Transportation Shop Pay Scale

Step	Parts / Warehouse		Fleet Technician						Assistant Shop Manager	
			Journeyman		Craftsman		Master			
	Hourly Rate	Annual	Hourly Rate	Annual	Hourly Rate	Annual	Hourly Rate	Annual	Hourly Rate	Annual
0	$16.73	$30,850	$20.62	$38,028	$22.37	$41,264	$24.14	$44,538	$26.49	$48,872
1	$16.89	$31,150	$20.83	$38,397	$22.59	$41,665	$24.38	$44,971	$26.75	$49,347
2	$17.10	$31,542	$21.09	$38,881	$22.87	$42,189	$24.69	$45,538	$27.10	$49,969
3	$17.38	$32,047	$21.42	$39,503	$23.24	$42,864	$25.09	$46,267	$27.52	$50,769
4	$17.65	$32,560	$21.76	$40,135	$23.61	$43,550	$25.48	$47,006	$27.97	$51,581
5	$17.93	$33,080	$22.12	$40,777	$23.99	$44,247	$25.89	$47,758	$28.42	$52,406
6	$18.23	$33,609	$22.47	$41,430	$24.37	$44,954	$26.31	$48,523	$28.86	$53,244
7	$18.52	$34,147	$22.82	$42,092	$24.77	$45,674	$26.73	$49,300	$29.33	$54,097
8	$18.82	$34,694	$23.19	$42,765	$25.16	$46,405	$27.16	$50,088	$29.80	$54,962
9	$19.11	$35,249	$23.56	$43,450	$25.57	$47,147	$27.60	$50,890	$30.28	$55,841
10	$19.42	$35,813	$23.94	$44,145	$25.97	$47,902	$28.03	$51,704	$30.76	$56,735
11	$19.73	$36,386	$24.32	$44,852	$26.39	$48,668	$28.48	$52,531	$31.26	$57,642
12	$20.05	$36,967	$24.70	$45,569	$26.81	$49,446	$28.94	$53,371	$31.76	$58,565
13	$20.37	$37,559	$25.10	$46,298	$27.24	$50,238	$29.40	$54,225	$32.26	$59,502
14	$20.69	$38,160	$25.51	$47,039	$27.68	$51,042	$29.87	$55,092	$32.78	$60,454
15	$21.02	$38,771	$25.91	$47,792	$28.12	$51,858	$30.35	$55,974	$33.30	$61,422
16	$21.36	$39,392	$26.33	$48,556	$28.56	$52,688	$30.83	$56,870	$33.84	$62,404
17	$21.70	$40,022	$26.74	$49,333	$29.02	$53,531	$31.33	$57,780	$34.38	$63,402
18	$22.05	$40,661	$27.18	$50,122	$29.49	$54,387	$31.83	$58,704	$34.93	$64,417
19	$22.40	$41,312	$27.61	$50,924	$29.96	$55,258	$32.34	$59,643	$35.48	$65,448
20	$22.76	$41,973	$28.05	$51,739	$30.44	$56,142	$32.86	$60,598	$36.05	$66,495
21	$23.12	$42,645	$28.50	$52,567	$30.92	$57,040	$33.38	$61,567	$36.62	$67,559
22	$23.49	$43,327	$28.96	$53,408	$31.42	$57,952	$33.91	$62,552	$37.22	$68,639
23	$23.87	$44,021	$29.42	$54,262	$31.92	$58,880	$34.46	$63,553	$37.81	$69,738
24	$24.25	$44,725	$29.89	$55,131	$32.43	$59,822	$35.01	$64,570	$38.41	$70,854
25	$24.64	$45,440	$30.37	$56,013	$32.95	$60,779	$35.56	$65,604	$39.03	$71,987
26	$25.03	$46,167	$30.85	$56,909	$33.48	$61,752	$36.13	$66,653	$39.65	$73,138
27	$25.43	$46,906	$31.35	$57,819	$34.01	$62,740	$36.72	$67,719	$40.28	$74,310
28	$25.84	$47,656	$31.85	$58,745	$34.55	$63,743	$37.30	$68,803	$40.93	$75,498
29	$26.25	$48,419	$32.36	$59,684	$35.12	$64,763	$37.90	$69,904	$41.58	$76,706
30	$26.67	$49,194	$32.88	$60,640	$35.68	$65,799	$38.51	$71,022	$42.25	$77,933

12 months / 7.5 hours per day

Parts/Warehouse Worker requires a CDL; Journeyman Fleet Technician requires CDL and Virginia State Inspection License; Craftsman Fleet Technician requires CDL, Virginia State Inspection License, plus two (2) ASE certifications from among the Automotive, School Bus, and/or Medium/Heavy Truck categories. Master Fleet Technician requires CDL, Virginia State Inspection License, Forklift Certification, Air Conditioning System Certification plus five (5) additional ASE certifications from among the Automotive, School Bus, and/or Medium/Heavy Truck categories. Assistant Shop Manager and Shop Manager require CDL, Virginia State Inspection License, Forklift Certification and ASE Master Certification in School Bus.

Other Pay Scales

Job Titles with Ranges *	Minimum	Maximum
Graduation Coach / Building Level Substitute (HS)	$21/hour	$42/hour
Sign Language Interpreter / Speech Language Pathologist Assistant (SLPA)	$46,688	$97,768
Information Technology – System Administrator	$53,128	$89,118
School Psychologist / School Social Worker / Speech Language Pathologist ** / Occupational Therapist / Physical Therapist / SEL Counselor (based on 10 months)	$57,641	$105,144
Manager – Accounting / Facilities / Food Services / Grounds / Human Resources / Transportation Shop / Clerk of the Works	$57,587	$93,689
Assistant Principal / Coordinator / Supervisor / Instructional Specialist / Special Education Specialist / Activities and Athletic Director	$67,617	$115,256
Principal (Elementary, Middle and High School)	$83,395	$141,502
Senior Network Engineer	$84,548	$144,356
Associate Director	$85,703	$147,208
Director	$88,009	$152,914
Chief Financial Officer / Chief Human Resources Officer	$108,413	$158,619
Deputy Superintendent	$112,695	$166,607

* Certificate of Advanced Studies (C.A.S.) / Education Specialist (Ed.S.) - $2,000, Doctorate - $3,000

** Speech Language Pathologist (SLP) without their CCC-SLP will be compensated based on the current teacher scale. All SLP's with their CCC-SLP certification will be paid based on the applicable range above.

Substitute / Temporary / Summer

Instructional / Professional (Regular School Calendar)	Rate
Substitute Teacher	$110 / day
Substitute Teacher – Bachelor's Degree or higher	$120 / day
Substitute Teacher – Holds current teaching license	$130 / day
Substitute Teacher – Long Term *	$150 / day
Substitute Teacher – GCPS Teacher (sub in an unfilled teacher vacancy during planning period)	$30 / hour ($45 per 90 min block)
Substitute Paraprofessional	$105 / day
Teacher – Extra Block	$5,500 per extra block

* If a substitute teacher works more than 10 consecutive days in the same classroom assignment, the compensation to that substitute teacher is the long-term rate. If the long-term assignment is pre-arranged, the long-term rate will begin with the first day of the assignment.

Instructional / Professional	Hourly Rate
Homebound / Adult Education	$40
Supplemental Rate for Instructional (Cert.) (Student or Non-Student Contact)	$30
Supplemental Rate for Professional Development Leadership	$50
Supplemental Rate for Staff Mentoring	$30

Instructional / Special Education	Annual Rate
Supplemental Rate for Self-Contained Special Education Classroom Teacher	$3,000
Supplemental Rate for Self-Contained Special Education Paraprofessional	$1,500

Professional and Support Staff	Rate
Substitute Nurse – Degreed / RN / BSN	$120 per day
Substitute Nurse – Sixty Semester Credit Hours / LPN	$110 per day
Occupational / Physical Therapy Evaluator	$150 per evaluation
Occupational / Physical Therapy Substitute	$55 per hour
O&M Support Services	$90 per hour
Speech / Developmental Evaluator	$150 per evaluation
Drivers Education	$40 per hour
Administrative (Leadership) Substitute / Temporary Employee	$40-$65 per hour
Substitute Bookkeeper and Clerical	$15 per hour
Cooperative Office Education (COE) Student	$14 per hour
Substitute Custodian	$14 per hour
Substitute Cafeteria Worker	$14 per hour
Substitute Security Officer	$15 per hour
Cafeteria Worker covering catering events	Hourly rate plus $1.00

Central Office	**Annual Rate**
FOIA Officer	$2,000

Operations Staff	**Hourly Rate**
Facilities / Grounds / Custodial Personnel *	Hourly rate plus $9.00

* Hourly rate is in addition to the regular hourly rate if called into work on inclement weather days when 12-month employees do not report

Transportation	**Hourly Rate**
Substitute Bus Assistant	$14
Substitute Bus Driver	$17
Substitute Car Driver	$14
Bus Drivers and Bus Assistant in Training	$14

Summer School – Instructional Staff +	**Hourly Rate**
Counselor	$40
Teacher	$40
Teacher Coordinator	$40
Licensed Classroom Substitute	$40
Non-Licensed Classroom Substitute	$30
First Year Professional Staff Member Training / Observing	$30
Paraprofessional	$20
ESY Special Education Teacher	$40
ESY Special Education Paraprofessional	$20
Speech Language Pathologist Assistant (SLPA)	$40
Specialist (OT / PT / School Psychologist / Speech Pathologist)	$50
Evaluation (Psychological, OT, PT, Speech and Educational)	$200 / Evaluation
Psychoeducational Evaluation (Psychological and Educational)	$250 / Evaluation

Summer School –Support Staff	**Hourly Rate**
Cooperative Office Education (COE)	$14
School Nurse	$30
Technology Helper	$20
Bus Driver	$23
Car Driver	$16
Bus Assistant	$16
Cafeteria Manager	$20
Cafeteria Worker	$16

All rates are hourly, unless otherwise noted.

+ Summer School – Instructional Staff are staff members supporting the summer school program and that have a class roster of students assigned to them for the duration of the summer school session. Instructional staff that work during the scheduled summer break but are not assigned to summer school (receiving training, assisting in the building, completing paperwork, etc.) will be paid based on the Instructional / Professional hourly rates listed on page 26.

High School Supplements

Title	Supplement Amount	Month(s) Paid	Number of Supplements	Division Total
Athletics:				
Activities Coordinator	$3,300	May	1	$3,300
Baseball Coach – JV	$2,640	May	1	$2,640
Baseball Coach – Varsity, Assistant	$2,640	May	1	$2,640
Baseball Coach – Varsity, Head	$3,520	May	1	$3,520
Basketball Coach – Boys, JV	$2,860	March	1	$2,860
Basketball Coach – Boys, Varsity, Assistant	$2,860	March	1	$2,860
Basketball Coach – Boys, Varsity	$3,960	March	1	$3,960
Basketball Coach – Girls, JV	$2,860	March	1	$2,860
Basketball Coach – Girls, Varsity, Assistant	$2,860	March	1	$2,860
Basketball Coach – Girls, Varsity, Head	$3,960	March	1	$3,960
Cheerleading Sponsor – Fall, JV	$1,320	November	1	$1,320
Cheerleading Sponsor – Winter, JV	$1,320	March	1	$1,320
Cheerleading Sponsor – Fall, Varsity	$2,530	November	1	$2,530
Cheerleading Sponsor – Winter, Varsity	$1,980	March	1	$1,980
Cross Country Assistant Coach	$2,640	November	1	$2,640
Cross Country Head Coach	$3,520	November	1	$3,520
Field Hockey Head Coach, Varsity	$3,520	November	1	$3,520
Field Hockey Assistant Coach, Varsity	$2,640	November	1	$2,640
Field Hockey Coach, JV	$2,640	November	1	$2,640
Football Coach, Head	$4,840	November	1	$4,840
Football Coach, Varsity/JV Assistant	$2,750	November	4	$11,000
Football Coach, Varsity Assistant	$2,640	November	1	$2,640
Football Coach, Varsity/JV – OC/DC	$3,520	November	2	$7,040
Game Manager (Per Season)	$1,100	Nov / March / May	3	$3,300
Golf Coach	$2,530	November	1	$2,530
Soccer Coach – Boys, JV	$2,640	May	1	$2,640
Soccer Coach – Boys, Varsity	$3,520	May	1	$3,520
Soccer Coach – Boys, Varsity, Assistant	$2,640	May	1	$2,640
Soccer Coach – Girls, JV	$2,640	May	1	$2,640
Soccer Coach – Girls, Varsity	$3,520	May	1	$3,520
Soccer Coach – Girls, Varsity, Assistant	$2,640	May	1	$2,640
Softball Coach, JV	$2,640	May	1	$2,640

Softball Coach, Varsity, Assistant	$2,640	May	1	$2,640
Softball Coach, Varsity, Head	$3,520	May	1	$3,520
Strength and Conditioning	$2,310	September	1	$2,310
Swim Coach	$3,520	March	1	$3,520
Swim Coach, Assistant	$2,420	March	1	$2,420
Tennis Coach – Boys	$2,750	May	1	$2,750
Tennis Coach – Girls	$2,750	May	1	$2,750
Track Coach – Spring, Assistant	$2,420	May	3	$7,260
Track Coach – Spring, Head	$3,520	May	1	$3,520
Track Coach – Winter, Assistant	$2,420	March	3	$7,260
Track Coach – Winter, Head	$3,520	March	1	$3,520
Volleyball Coach – Boys, Varsity	$3,520	November	1	$3,520
Volleyball Coach – Boys, JV	$2,640	November	1	$2,640
Volleyball Coach – Girls, Varsity	$3,520	November	1	$3,520
Volleyball Coach – Girls, JV	$2,640	November	1	$2,640
Weight Room Trainer (Per Season)	$1,650	Nov / March / May	3	$4,950
Wrestling Coach, Head	$3,520	March	1	$3,520
Wrestling Coach, Varsity/JV, Assistant	$2,640	March	1	$2,640
Activities, Clubs, and Competitions:				
Band	$4,209	November	1	$4,209
Band, Assistant	$2,200	November	1	$2,200
Band, Drum Line Coach	$1,100	November	1	$1,100
Beta Club	$1,100	May	1	$1,100
Career and Technical Competition (per diem)	$110	Following Event	14	$1,540
Choral	$3,933	May	1	$3,933
Color Guard / Flag Team	$1,980	November	1	$1,980
Crew Coach	$2,860	May	1	$2,860
Crew Coach, Assistant	$2,200	May	1	$2,200
Debate	$1,980	March	1	$1,980
Department Head Supplement	$1,100	May	9	$9,900
Drama	$3,933	May	1	$3,933
E-Sports	$1,980	May	1	$1,980
Forensics	$1,980	March	1	$1,980
Freshman Class	$990	May	1	$990
Junior Class	$1,980	May	1	$1,980
Model UN	$2,200	May	1	$2,200
National Honor Society	$1,100	May	1	$1,100

Newspaper	$1,980	May	1	$1,980
One Act Play	$1,980	November	1	$1,980
Student Council Association (SCA)	$1,980	May	1	$1,980
Scholastic Bowl	$1,980	March	1	$1,980
Senior Class	$1,980	May	1	$1,980
Sophomore Class	$990	May	1	$990
WEB DuBois Honor Society	$1,100	May	1	$1,100
Yearbook	$2,750	May	1	$2,750
Leadership:				
STEM Academy Sponsor	$2,200	December / May	1	$2,200
Child Study *	$1,650	December / May	1	$1,650
Testing Assistant	$550	May	1	$550
Teacher Mentor	$275	May	8	$2,200
VTSS Facilitator	$1,100	May	1	$1,100
Webmaster	$1,100	December / May	1	$1,100

* Child Study supplement can be used to compensate the Assistant Principal.

Middle School Supplements

Title	Supplement Amount	Month(s) Paid	Number of Supplements	Division Total
Athletics:				
Athletic Director	$4,400	May	2	$8,800
Baseball Coach	$2,200	May	2	$4,400
Baseball Coach, Assistant	$1,584	May	2	$3,168
Basketball Coach – Boys	$2,200	March	2	$4,400
Basketball Coach – Boys, Assistant	$1,584	March	2	$3,168
Basketball Coach – Girls	$2,200	March	2	$4,400
Basketball Coach – Girls, Assistant	$1,584	March	2	$3,168
Cheerleading Sponsor, Coach	$1,650	March	2	$3,300
Cheerleading Sponsor, Assistant	$550	March	2	$1,100
Cross Country Coach	$2,200	November	2	$4,400
Cross Country Coach, Assistant	$1,584	November	2	$3,168
Field Hockey Coach	$2,200	November	2	$4,400
Field Hockey Coach, Assistant	$1,584	November	2	$3,168
Softball Coach	$2,200	May	2	$4,400
Softball Coach, Assistant	$1,584	May	2	$3,168
Volleyball Coach	$2,200	November	2	$4,400
Volleyball Coach, Assistant	$1,584	November	2	$3,168
Activities, Clubs, and Competitions:				
Band	$2,200	May	2	$4,400
Choral	$2,200	May	2	$4,400
Model UN	$2,200	May	2	$4,400
National Junior Honor Society	$605	May	2	$1,210
Odyssey of the Mind	$2,200	May	4	$8,800
Robotics Challenge Coach	$1,100	December / May	4	$4,400
Student Council Association (SCA)	$605	May	4	$2,420
Science Bowl	$1,320	May	2	$2,640
Spring Musical	$1,100	May	2	$2,200
Yearbook	$1,650	May	2	$3,300
Leadership:				
Child Study *	$1,650	December / May	2	$3,300
Webmaster	$550	December / May	2	$1,100

Testing Assistant	$550	May	2	$1,100
Teacher Mentor	$275	May	10	$2,750
VTSS Facilitator	$1,100	May	2	$2,200
Grade Level / Department Chairs	$1,100	May	20	$22,000
Grade Level Gifted Contacts	$880	December / May	6	$5,280

* Child Study supplement can be used to compensate the Assistant Principal.

Elementary School Supplements

Title	Supplement Amount	Month(s) Paid	Number of Supplements	Division Total
Activities, Clubs, and Competitions:				
Yearbook	$1,100	December / May	5	$5,500
Odyssey of the Mind	$1,100	May	10	$11,000
Robotics Challenge Coach	$550	December / May	5	$2,750
Student Council Association (SCA)	$605	May	5	$3,025
Leadership:				
Child Study *	$1,650	December / May	5	$8,250
Webmaster	$550	December / May	5	$2,750
Family Reading Nights	$440	December / May	5	$2,200
Testing Assistant	$550	May	5	$2,750
Teacher Mentor	$275	May	25	$6,875
VTSS Facilitator	$1,100	May	5	$5,500
Gifted Program Enrichment Activity	$358	Following Event	10	$3,580

* Child Study supplement can be used to compensate the Assistant Principal.

Division-Wide Supplements

Title	Supplement Amount	Month(s) Paid	Number of Supplements	Division Total
Leadership:				
Great Computer Challenge	$385	Following Event	16	$6,160
Gradebook Manager	$1,100	December / May	1	$1,100
Traumatic Brain Injury Training	$550	May	1	$550
Lead Occupational Therapist	$1,100	May	1	$1,100
Lead School Psychologist	$1,100	May	1	$1,100
Lead Bus Driver	$1,100	May	3	$3,300
Webmaster	$1,100	December / May	1	$1,100


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