FY27 Adopted Hourly Banded Rates

Hourly Band	Rate	Examples of Positions Included
Virginia Minimum Wage	$12.77	*Support Worker
Band 1	$14.59	Student
Band 2	$15.65	Cafeteria Monitor, School Nutrition Worker
Band 3	$16.51	Unassigned
Band 4	$16.71	Teacher Cadet, Call Center, Ticket Taker, Clerical
Band 5	$18.04	Bus Attendant, Teacher Assistant
Band 6	$19.10	Announcer, Clock Operator
Band 7	$21.22	Safety & Security Patrol, Health Clinic Specialist, Special Education Teacher Assistant, Event Security, Family Liaison, Specialized Transport Driver, Distribution Center Worker
Band 8	$24.66	Bus Driver, Financial Technician, Private Duty Nurse (LPN), Event Manager
Band 9	$27.32	Behavioral Assistant, Retiree Bus Driver
Band 10	$29.17	Interpreter, PEP Instructor, Welcome Center Screener, Interview Planning
Band 11	$31.83	Unassigned
Band 12	$32.00	Safety and Security (Trainer/Floater/Officer), Private Duty Nurse (RN), Literacy Tutor (unlicensed), Summer School/ESY Secretary
Band 13	$37.14	Unassigned
Band 14	$37.66	Specialist, Coordinator, Safety and Security Consultant, Mentor/Coach, Advanced Interpreter (ASL & DHH), Credit Recovery/Summer School Teacher Assistant
Band 15	$39.14	Licensed, Adjudicator/Clinician, IFT, Music Services, United Mental Health Check-In, Behind the Wheel Instructor, Literacy Tutor (licensed), Curriculum Development, Accompanying, Recording and Editing, Adult Education Instructor
Band 16	$42.44	Summer in the Arts Assistant Coordinator, OT, PT, SLP, Safe Routes to School Coordinator, Summer School/ESY Health Clinic Specialist, ESY Special Education Teacher Assistant
Band 17	$47.74	Administrative/Special Projects, Summer in the Arts Coordinator, Facilities On-Call, Homebound Teacher, ESY Private Duty Nurse (LPN)
Band 18	$53.04	Administrative Director, ESY Behavioral Assistant
Band 19	$63.95	Dean, SPED Dean, Elementary School Assistant Principal (Substitute), ESY School Nurse (RN), ESY Private Duty Nurse (RN)
Band 20	$66.70	Middle School Assistant Principal (Substitute)
Band 21	$68.64	High School Assistant Principal (Substitute)
Band 22	$73.99	Elementary School Principal (Substitute), Summer School/ESY Advanced Interpreter
Band 23	$77.85	Middle School Principal (Substitute), Credit Recovery/Summer School/ESY Teacher, Credit Recovery/Summer School/ESY Counselor
Band 24	$85.73	High School Principal (Substitute), School Leadership Coach, Summer School Dean, Summer School/ESY OT/PT/SLP
Band 25	$94.30	Summer School/ESY Elementary Coordinator
Band 26	$103.73	Summer School/ESY Secondary Coordinator

Banded Rates are for temporary hourly assignments and are not associated with substitute assignments unless otherwise noted in the chart.
The banded rate assignment for any position not listed must be requested from, and approved by, the Department of Human Resources and Talent Development.
**Support Worker rate will change to $13.75 on January 1, 2027*