PORTSMOUTH

PUBLIC SCHOOLS

SHINING BRIGHTER TOGETHER

2026-2027

PAY & CLASSIFICATION PLAN

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Part I

GENERAL REGULATIONS

PORTSMOUTH PUBLIC SCHOOLS

PAY AND CLASSIFICATION PLAN

GENERAL REGULATIONS

I. The Human Resources Management System

It is the practice of Portsmouth Public Schools to establish and maintain a fair and uniform human resources management system for its employees in order to ensure the most effective delivery of services to the children and citizens of Portsmouth. This includes:

- Employment and classification actions are made without regard to race, color, gender, religion, national origin, age or disability.
- Establishing and maintaining a salary structure that will attract and retain qualified employees.
- Establishing and maintaining salary ranges that will strive for internal equity of compensation based on a systematic evaluation of positions.

The Superintendent has overall authority for administration of the Pay and Classification Plan and may recommend amendments to the School Board for approval as needed. Under the direction of the Superintendent, the Chief Human Resources Officer is responsible for the daily administration of the Pay and Classification Plan.

II. Pay and Classification

The Pay and Classification Plan is the School Board's approved system of grouping into appropriate position classes and includes the listing of job titles and the rules for administration.

For position classification purposes, a position is a group of currently assigned duties and responsibilities requiring the full or part-time employment of one person. A position may be occupied or vacant.

A class is a group of positions (or one position) that has similar duties and responsibilities, requires similar qualifications and can be equitably compensated at the same salary range. The class title is the official designation or name of the class as stated in the listing of class and job titles. It will be used on all personnel records and transactions.

FAIR LABOR STANDARDS ACT (FLSA) PROVISIONS

All employees will be grouped as either exempt or non-exempt as defined below:

- Exempt employees are defined as employees who are excluded from overtime provisions.
- Non-exempt employees are defined as employees who are eligible for overtime compensation according to the FLSA standards.

PLACEMENT ON THE TEACHER SALARY SCHEDULE

Teachers will be placed on the teachers' salary schedule with experience credits given for full-time teaching in accredited schools and/or military experience. The Department of Human Resources will verify information submitted by the candidate to assure appropriate placement.

Class titles and positions included on the teacher salary schedule include:

Athletic Director
Facilitator
Hearing Therapist
Instructional Data Specialist
Library Media Specialist
Psychologist
Reading Interventionist
Reading Specialist
School Counselor
School Social Worker
Speech Language Pathologist
Teacher

PLACEMENT ON THE NON-EXEMPT SALARY SCHEDULE

A. New employees will be placed on the support staff salary schedule according to years of related experience and/or military experience as described in Personnel Policies. Placement on the pay scale will not necessarily reflect one step for one year of relevant experience as efforts will be made to maintain parity with current employees. The Department of Human Resources will verify information submitted by the candidate to assure appropriate placement.

B. Employees moving within the Non-Exempt salary schedule to another pay grade will be placed on the scale as follows:

- Reclassification of a position to the same grade or higher may result in a change of position relative to other positions within the organization. Employees will maintain their current grade and step or will be promoted to a new grade.
- Promotions of one grade will receive a salary increase of approximately 5%.
- Promotions of two grades or higher will receive a salary increase of approximately 10%.
- The Superintendent may authorize variations, but in no case will an employee's hourly rate be less than the minimum or more than the maximum for the grade to which the employee is promoted.
- Employees involuntarily or voluntarily demoted to a lower grade will receive compensation according to the grade into which the employee is placed. The Director of Human Resources will designate the hourly rate with final hourly rate determination and approval by the Superintendent.

C. An employee involuntarily demoted may include one of the following:

- Reclassification of certain positions that may result in employees' involuntary demotion. Employees through no fault of their own will be reassigned to a lower grade position. Employees will maintain their current grade and step for one year.
- Performance issues that result in the reassignment of the current position to a lesser assignment in position, grade, and/or step.
- Disciplinary actions that result in the reassignment of the current position to a lesser assignment in position, grade, and/or step.

D. An employee voluntarily demoted may include the following:

- Employee requested reassignment to a lower grade position.

PLACEMENT ON THE EXEMPT SALARY SCHEDULE

A. Employees moving to an exempt position will be placed on the exempt salary scale at a level that will ensure that their annual pay is not less as an administrator than it was as a teacher or non-exempt member. Example: A teacher moving to an assistant principal position will not make less as an assistant principal than as a teacher. Example: A supervisor moving to a coordinator position will not make less as a coordinator than as a supervisor. Example: A trades worker moving to a supervisory position will not make less as a supervisor than as a trades worker.

B. Employees moving within the Exempt scale to another pay grade will be placed on the scale as follows:

- Reclassification of a position to the same grade or higher may result in a change of position relative to other positions within the organization. Employees will maintain their current grade and step or will be promoted to a new grade.
- An Administrator/Exempt Employee involuntarily demoted will maintain their current grade and step for one year.
- Promotions of one grade will receive a salary increase of approximately 5%.
- Promotions of two grades or higher will receive a salary increase of approximately 10%.
- The Superintendent may authorize variations, but in no case will an employee's base salary be less than the minimum or more than the maximum for the grade to which the employee is promoted.
- Employees involuntarily or voluntarily demoted to a lower grade will receive compensation according to the grade into which the employee is placed. Human Resources will designate the salary with final Salary determination and approval by the Superintendent.

C. An Employee involuntarily demoted may include one of the following:

- Reclassification of certain positions that may result in employees' involuntary demotion. Employees through no fault of their own will be reassigned to a lower grade position. Employees will maintain their current grade and step for one year.
- Performance issues that result in the reassignment of the current position to a lesser assignment in position, grade, and/or step.
- Disciplinary actions that result in the reassignment of the current position to a lesser assignment in position, grade, and/or step.

D. An employee voluntarily demoted may include the following:

- Employee requested reassignment to a lower grade position.
- New employees will be placed on the Exempt Salary scale according to years of related experience, specific qualifications of the position and with respect to a comparable salary level of administrators currently employed by the division.

TRANSFERS

A transfer is a lateral reassignment of an employee from one class to the same class, or to another position of the same grade. Such transfer may occur within or between schools, departments or offices. The Superintendent or his/her designee may transfer any school board employee to meet the staffing needs of the school system. The transfer activity will not be used to increase or decrease the pay of the transferred employee, provided the transfer is not related to an involuntary demotion.

The Department of Human Resources annually coordinates the transfer process. Requests for transfer by instructional personnel are reviewed and authorized by the Department of Human Resources. All other requests are reviewed by the Department of Human Resources and the administrator responsible for that office.

Employees are notified of all authorized transfers as they receive assignments for the following school year.

RECLASSIFICATIONS

Reclassification is a change to the established job title or the grade assigned to a particular job title. Positions will be reviewed for possible reclassification as significant changes in job responsibilities occur.

Reclassifications will be reviewed under the direction of the Department of Human Resources and will be recommended for consideration and approval by the Superintendent.

Pay increases or decreases resulting from reclassification actions will be treated as promotion and/or demotion pay actions as outlined in these regulations.

III. PAY PROGRESSION

The School Board may increase pay through one or more of the following ways:

A. A general increase,
B. A cost of living adjustment, or
C. Through a step movement.

A. STEP MOVEMENT

The Superintendent may recommend to the School Board the granting of a step movement at a specified time during the year.

1. A person employed for one full semester or more in any school session will move to the next step at the specified time of the movement during the next school year (if and when granted).
2. All employees who reach the top of their respective pay grade will only be eligible for a general wage increase (if and when granted) each year.
3. Other employees not on a specified pay grade will only be eligible for a general increase (if granted) each year.

B. GENERAL WAGE INCREASE

The Superintendent may recommend to the School Board the granting of general increases for all persons classified under this plan. The general increase will be applied directly to the pay scales such that each grade and step shall reflect the increase.

C. EXCEPTIONS

1. In order to compensate an employee for increased responsibility, an employee may be advanced up to 10% on the same grade by the Superintendent. This would include any correction due to improper placement in the application of this pay plan.
2. The Superintendent may reclassify persons to any level as long as the employee's pay is not advanced by more than approximately 5% on the scale. The employee's pay must not be less than the first step of the new grade.

IV. OVERTIME

Overtime may be authorized to non-exempt employees in accordance with School Board policy, and the Fair Labor Standards Act of 1938 (FLSA), as amended, including but not limited to, the 1985 amendments to the FLSA.

V. ACTING PAY

Compensation for serving in an “Acting” or “Interim” capacity will be paid as a supplement in the following manner:

- If the individual chosen to serve in an “Acting” or “Interim” capacity is in a position that is one grade lower than the vacant position, the individual would receive an increase of approximately 5% of his or her base pay.
- If the individual chosen to serve in an “Acting” or “Interim” capacity is in a position that is two or more grades lower than the vacant position, the individual will receive an increase of approximately 10% of his or her base pay.
- The maximum compensation for serving in an “Acting” or “Interim” capacity will be 10% of the individual’s current base pay.
- The increase will be paid as a temporary supplement, and so noted to eliminate inflation of the individual’s base pay upon return to his or her regular assignment.

VI. PART TIME AND OTHER SALARIES NOT COVERED IN THIS PLAN

A. Part time employees (those not paid on a regular basis) shall receive compensation as recommended by the Superintendent and approved by the School Board. These part time rates are contained in Part VI of this Pay Plan.

B. The salary of the Superintendent is determined annually by the School Board.

C. The salary of the School Board Members is authorized by the General Assembly.

D. Salary rates for substitutes are recommended by the Superintendent in Part VI of the Pay Plan.

E. Pay for positions funded by grants is determined by the grant budget and may not follow the Pay Plan.

Glossary of Terms

Involuntary Demotion – employee is placed in a lower grade and/or position because of reclassification, performance or disciplinary action.

Pay – refers to salary or hourly rates.

Reclassification – the current position is upgraded or downgraded to another grade or position classification based on job description.

Voluntary Demotion – employee is placed in a lower grade and/or position at their request.

PART II

POSITION CLASSIFICATIONS

CLASSES OF POSITIONS ASSIGNED TO PAY GRADES

EXEMPT POSITIONS						
POSITION TITLE	GRADE	MONTHS EMPLOYED	HOURS PER DAY	FLSA	PAY SCALE	PAGE
Athletic Trainer	217	12	8	E	Exempt	17
Behavior Interventionist	217	12	8	E	Exempt	17
Chief Officer	231	12	8	E	Exempt	17
Compliance & Risk Management Officer	221	12	8	E	Exempt	17
Coordinator	224	12	8	E	Exempt	17
Customer Support Supervisor	223	12	8	E	Exempt	17
Director	227	12	8	E	Exempt	17
Elementary Assistant Principal	220	12	8	E	Exempt	17
Elementary Principal	224	12	8	E	Exempt	17
ERP Munis Database Engineer	221	12	8	E	Exempt	17
Graduation Coach	219	10+1	7.5	E	Exempt	17
Grant Administrator	N/A	Varies	Varies	E	Exempt	17
High School Assistant Principal	223	12	8	E	Exempt	17
High School Principal	226	12	8	E	Exempt	17
In-School Suspension II (High)	210	10+1	8	E	Exempt	17
Manager	220	12	8	E	Exempt	17
Middle School Assistant Principal	221	12	8	E	Exempt	17
Middle School Principal	225	12	8	E	Exempt	17
Multimedia Developer	216	12	8	E	Exempt	17
MWBE Administrator	220	12	8	E	Exempt	17
Network Database Applications Admin.	221	12	8	E	Exempt	17
Network Engineer	221	12	8	E	Exempt	17
Nurse (RN)	219	10	7.5	E	Exempt	17
Nurse Team Leader	220	10+1	7.5	E	Exempt	17
Nutrition and Wellness Educator	217	12	8	E	Exempt	17
Physical/Occupational Therapist	229	10. 10+1 or 10+2	7.5	E	Exempt	22
Preschool Administrator	224	12	8	E	Exempt	17
Program Specialist	220	12	8	E	Exempt	17
Recruiter	219	12	8	E	Exempt	17
School Counselor – High School Director	223	12	8	E	Exempt	17
Senior Supervisor	223	12	8	E	Exempt	17
Specialist	219	12	8	E	Exempt	17
SQL Programmer	221	12	8	E	Exempt	17
Supervisor	221	12	8	E	Exempt	17
Technology Support Lead	219	12	8	E	Exempt	17

CLASSES OF POSITIONS ASSIGNED TO PAY GRADES

POSITION TITLE	GRADE	MONTHS EMPLOYED	HOURS PER DAY	FLSA	PAY SCALE	PAGE
School Counselor	710	10	7.5	E	Exempt	20
Teacher	710	10	7.5	E	Exempt	20
Hearing Therapist	710	10	7.5	E	Exempt	20
Library Media Specialist	710	10	7.5	E	Exempt	20
Reading Interventionist	710	10	7.5	E	Exempt	20
Reading Specialist	710	10	7.5	E	Exempt	20
Speech Pathologist	710	10	7.5	E	Exempt	20
Behavior Support Coach	711	10+1	7.5	E	Exempt	20
Health & PE/Athletic Director – Middle	711	10+1	7.5	E	Exempt	20
Horticulture Teacher	711	10+1	7.5	E	Exempt	20
Instructional Data Specialist	711	10+1	7.5	E	Exempt	20
Literacy Coach	711	10+1	7.5	E	Exempt	20
Mathematic Coach	711	10+1	7.5	E	Exempt	20
School Psychologist	711	10+1	7.5	E	Exempt	20
School Counselor – High	711	10+1	7.5	E	Exempt	20
School Social Worker	711	10+1	7.5	E	Exempt	20
Technology Resource Teacher	711	10+1	7.5	E	Exempt	20
School Counselor – Middle Director	712	12	7.5	E	Exempt	20
Activities Director – High	712	12	7.5	E	Exempt	20
School Social Worker	712	12	7.5	E	Exempt	20
School Psychologist	712	12	7.5	E	Exempt	20
Technology Resource Teacher	712	12	7.5	E	Exempt	20
ABE/GED Instructor	712	12	7.5	E	Exempt	20
School Counselor - High	713	12	7.5	E	Exempt	20

CLASSES OF POSITIONS ASSIGNED TO PAY GRADES

NON-EXEMPT POSITIONS						
POSITION TITLE	GRADE	MONTHS EMPLOYED	HOURS PER DAY	FLSA	PAY SCALE	PAGE
Accounting Clerk II	106	12	8	N	Non Exempt	18
Accounting Clerk III	107	12	8	N	Non Exempt	18
Accounting Clerk IV	108	12	8	N	Non Exempt	18
Administrative Support Technician	111	12	8	N	Non Exempt	18
Associate I	105	Varies	8	N	Non Exempt	18
Associate II	106	12	8	N	Non Exempt	18
Associate III	107	Varies	8	N	Non Exempt	18
Associate IV	108	12	8	N	Non Exempt	18
Attendance Officer	116	10+1	7	N	Non Exempt	18
Board Clerk	115	12	8	N	Non Exempt	18
Bus Driver	107	10	6.5	N	Non Exempt	18
Bus Driver Trainer	115	12	8	N	Non Exempt	18
Bus Monitor	102	10	6.5	N	Non Exempt	18
Bus Routing Analyst	115	12	8	N	Non Exempt	18
Buyer	116	12	8	N	Non Exempt	18
Cafeteria Monitor	101	10	3.25	N	Non Exempt	18
Crossing Guard	101	10	3.25	N	Non Exempt	18
Custodian	101	12	8	N	Non Exempt	18
Delivery Driver	103	12	8	N	Non Exempt	18
Dispatcher	107	12	8	N	Non Exempt	18
Executive Associate	110	12	8	N	Non Exempt	18
Food Services Manager	107	10	8	N	Non Exempt	18
Food Services Maintenance Tech	116	12	8	N	Non Exempt	18
Food Services Worker	101	10	Varies	N	Non Exempt	18
Head Custodian	111	12	8	N	Non Exempt	18
In-School Suspension I (Elem./Middle)	103	10	7	N	Non Exempt	18
Instructional Assistant	105	10	7.5	N	Non Exempt	18
Interpreter - ASL	108	10	8	N	Non Exempt	18
Lead Custodian	102	12	8	N	Non Exempt	18
Maintenance Worker	104	12	8	N	Non Exempt	18
Nurse (LPN)	116	10	7.5	N	Non Exempt	18
Parent & Family Engagement Liaison	111	10/12	7.5	N	Non Exempt	18
Payroll Technician	113	12	8	N	Non Exempt	18
Procurement Clerk	115	12	8	N	Non Exempt	18
P-Card Associate	115	12	8	N	Non Exempt	18
School Security Officer	108	10+1	8	N	Non Exempt	18
Service Crew Worker	107	12	8	N	Non Exempt	18
Staff Accountant	115	12	8	N	Non Exempt	18
Staff Account Technician	113	12	8	N	Non Exempt	18

CLASSES OF POSITIONS ASSIGNED TO PAY GRADES

NON-EXEMPT POSITIONS						
POSITION TITLE	**GRADE**	**MONTHS EMPLOYED**	**HOURS PER DAY**	**FLSA**	**PAY SCALE**	**PAGE**
Storekeeper	110	12	8	N	Non Exempt	18
Student Resource Liaison	116	10+1	7.5	N	Non Exempt	18
Supply Personnel	104	12	8	N	Non Exempt	18
Technology Support Specialist	110	12	8	N	Non Exempt	18
Trades Worker - Journey	114	12	8	N	Non Exempt	18
Trades Worker - Master	119	12	8	N	Non Exempt	18
Trades Worker - Helper	110	12	8	N	Non Exempt	18
Trades Worker - Limited	113	12	8	N	Non Exempt	18
Trades Worker - Senior	115	12	8	N	Non Exempt	18

PART III

SALARY SCHEDULES

Portsmouth Public Schools Exempt Salary Scale

Grade	Months	Hours per Day	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
210A	10+1	8	40,427.12	41,035.96	41,662.20	42,288.44	42,949.46	43,593.10	44,254.12	44,932.55	45,610.97	46,324.19	47,037.40
216A	12	8	67,647.14	68,668.14	69,710.88	70,775.33	71,861.51	72,969.41	74,055.59	75,206.94	76,336.57	77,509.64	78,704.42
217A	12	8	71,014.29	72,100.46	73,186.64	74,316.27	75,445.89	76,618.97	77,770.32	78,965.12	80,159.90	81,398.15	82,636.39
219A	12	8	78,291.03	79,409.78	80,550.93	81,714.44	82,877.96	84,063.84	85,272.11	86,502.74	87,733.38	88,986.40	90,261.80
219C	10	7.5	52,869.38	53,690.88	54,497.71	55,333.88	56,184.72	57,035.56	57,901.07	58,795.92	59,690.77	60,600.28	61,524.47
219C	10+1	7.5	58,775.00	59,688.27	60,585.23	61,514.79	62,460.68	63,406.56	64,368.74	65,363.55	66,358.35	67,369.47	68,396.89
220A	12	8	82,201.92	83,461.89	84,743.58	86,025.27	87,350.40	88,675.54	90,044.12	91,412.71	92,803.02	94,215.04	95,648.80
220C	10+1	7.5	61,710.49	62,656.38	63,618.56	64,580.75	65,575.56	66,570.36	67,597.79	68,625.20	69,668.93	70,728.97	71,805.32
221A	12	8	86,329.39	87,654.54	88,957.94	90,326.53	91,716.84	93,128.87	94,540.90	95,996.37	97,451.85	98,950.78	100,449.70
222A	12	8	90,652.38	91,999.25	93,411.27	94,845.03	96,300.51	97,777.71	99,254.90	100,775.56	102,317.93	103,882.02	105,467.85
223A	12	8	95,170.89	96,626.35	98,103.56	99,602.49	101,123.14	102,665.51	104,229.60	105,815.42	107,444.69	109,073.96	110,724.95
224A	12	8	99,928.34	101,448.99	102,991.36	104,577.18	106,163.00	107,792.26	109,443.26	111,115.96	112,810.41	114,548.28	116,286.17
225A	12	8	104,924.76	106,532.30	108,139.84	109,790.83	111,463.55	113,179.71	114,917.59	116,655.47	118,458.53	120,261.58	122,108.09
226A	12	8	110,181.86	111,854.57	113,549.01	115,308.61	117,046.50	118,827.83	120,652.61	122,499.11	124,367.34	126,257.28	128,212.41
227A	12	8	115,677.91	117,437.51	119,240.58	121,043.63	122,911.86	124,780.08	126,691.75	128,625.15	130,580.27	132,578.84	134,599.13
229C	10	7.5	86,125.45	87,445.72	88,765.99	90,130.27	91,509.22	92,888.16	94,311.12	95,763.41	97,230.38	98,712.01	100,222.98
229C	10+1	7.5	95,745.86	97,213.60	98,681.35	100,198.01	101,730.99	103,263.96	104,845.87	106,460.39	108,091.22	109,738.35	111,418.10
229C	10+2	7.5	105,366.26	106,981.48	108,596.70	110,265.75	111,952.76	113,639.77	115,380.63	117,157.36	118,952.05	120,764.70	122,613.22
231A	12	8	140,616.55	142,745.46	144,917.82	147,133.61	149,392.87	151,673.84	153,976.54	156,344.41	158,733.99	161,145.31	163,600.07

Grade	Months	Hours per Day	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Step 22
210A	10+1	8	47,750.62	48,481.22	49,211.84	49,977.24	50,725.24	51,508.04	52,308.23	53,091.03	53,891.22	54,726.20	55,561.19
216A	12	8	79,899.22	81,137.47	82,353.98	83,613.95	84,895.64	86,199.06	87,502.46	88,849.32	90,217.91	91,586.49	92,998.53
217A	12	8	83,918.08	85,178.05	86,481.47	87,806.60	89,153.46	90,500.32	91,890.63	93,302.65	94,714.69	96,170.17	97,647.36
219A	12	8	91,559.56	92,879.70	94,199.84	95,564.73	96,929.61	98,316.88	99,726.52	101,158.54	102,612.94	104,067.34	105,566.47
219C	10	7.5	62,463.33	63,416.86	64,385.05	65,367.91	66,365.45	67,392.33	68,419.20	69,460.75	70,516.96	71,587.84	72,688.07
219C	10+1	7.5	69,440.61	70,500.66	71,577.00	72,669.66	73,778.61	74,920.19	76,061.77	77,219.66	78,393.85	79,584.36	80,807.48
220A	12	8	97,126.00	98,603.21	100,102.13	101,644.50	103,186.87	104,772.69	106,380.24	108,009.50	109,638.77	111,311.48	113,027.64
220C	10+1	7.5	72,914.28	74,023.25	75,148.51	76,306.40	77,464.29	78,654.79	79,861.60	81,084.72	82,307.84	83,563.57	84,851.93
221A	12	8	101,992.07	103,534.45	105,120.27	106,727.81	108,357.08	110,029.79	111,702.51	113,396.94	115,113.10	116,894.44	118,675.77
222A	12	8	107,097.11	108,726.38	110,377.37	112,050.08	113,787.97	115,525.85	117,263.73	119,066.79	120,891.56	122,738.07	124,606.29
223A	12	8	112,441.11	114,157.27	115,895.15	117,676.48	119,457.81	121,304.32	123,129.10	125,040.77	126,930.72	128,885.83	130,840.95
224A	12	8	118,045.78	119,870.56	121,695.34	123,563.57	125,431.79	127,365.19	129,298.59	131,275.43	133,295.71	135,316.01	137,379.74
225A	12	8	123,954.59	125,866.26	127,777.93	129,733.06	131,709.90	133,708.46	135,772.20	137,835.94	139,943.13	142,093.75	144,244.38
226A	12	8	130,167.52	132,144.37	134,164.66	136,228.40	138,292.13	140,399.32	142,549.95	144,722.30	146,938.11	149,175.63	151,456.61
227A	12	8	136,662.86	138,748.33	140,877.24	143,027.87	145,221.95	147,437.75	149,675.27	151,977.97	154,280.67	156,648.53	159,038.12
229C	10	7.5	101,748.62	103,303.60	104,873.26	106,472.25	108,115.25	109,758.24	111,430.58	113,146.94	114,863.28	116,623.64	118,398.66
229C	10+1	7.5	113,114.16	114,842.84	116,587.83	118,365.42	120,191.96	122,018.48	123,877.62	125,785.70	127,693.76	129,650.75	131,624.05
229C	10+2	7.5	124,479.70	126,382.07	128,302.39	130,258.60	132,268.65	134,278.71	136,324.65	138,424.44	140,524.23	142,677.86	144,849.44
231A	12	8	166,120.01	168,661.66	171,246.76	173,853.58	176,503.86	179,197.58	181,934.75	184,715.36	187,517.70	190,385.21	193,296.16

Grade	Months	Hours per Day	Step 23	Step 24	Step 25	Step 26	Step 27	Step 28	Step 29	Step 30	Step 31	Step 32	Step 33	Step 34
210A	10+1	8	56,396.17	57,283.34	58,135.72	59,040.28	59,927.46	60,849.42	61,771.37	62,728.13	63,684.88	64,659.02	65,650.58	66,659.51
216A	12	8	94,410.56	95,866.04	97,299.79	98,798.71	100,297.64	101,840.01	103,404.11	104,989.93	106,575.75	108,205.02	109,856.00	111,550.44
217A	12	8	99,124.57	100,645.22	102,187.59	103,729.96	105,315.78	106,923.33	108,574.31	110,225.30	111,898.02	113,614.18	115,352.07	117,111.67
219A	12	8	107,087.98	108,609.51	110,175.77	111,764.42	113,353.06	114,986.46	116,642.22	118,298.00	119,998.51	121,721.41	123,466.69	125,234.33
219C	10	7.5	73,802.96	74,932.53	76,076.75	77,235.65	78,423.89	79,612.13	80,815.05	82,061.97	83,308.89	84,585.14	85,890.74	87,196.34
219C	10+1	7.5	82,046.91	83,302.65	84,574.69	85,863.05	87,184.01	88,504.98	89,842.26	91,228.46	92,614.67	94,033.48	95,484.92	96,936.35
220A	12	8	114,743.80	116,503.41	118,284.74	120,087.79	121,912.57	123,780.79	125,692.47	127,604.14	129,559.27	131,514.38	133,534.68	135,576.69
220C	10+1	7.5	86,140.29	87,461.26	88,798.54	90,152.12	91,522.01	92,924.52	94,359.65	95,794.78	97,262.52	98,730.27	100,246.94	101,779.91
221A	12	8	120,500.55	122,325.33	124,215.27	126,083.50	128,038.61	129,972.01	131,970.58	133,990.87	136,011.16	138,096.62	140,203.80	142,354.43
222A	12	8	126,517.96	128,451.36	130,406.48	132,405.05	134,425.34	136,467.35	138,574.54	140,681.73	142,810.63	145,004.71	147,220.52	149,458.04
223A	12	8	132,839.52	134,881.54	136,945.27	139,009.01	141,137.92	143,288.55	145,482.63	147,698.43	149,957.68	152,260.38	154,584.79	156,930.94
224A	12	8	139,486.93	141,615.83	143,788.19	145,982.27	148,198.07	150,479.05	152,760.01	155,106.16	157,452.30	159,863.62	162,318.38	164,794.86
225A	12	8	146,438.46	148,675.99	150,956.96	153,281.39	155,627.53	157,995.39	160,406.71	162,839.75	165,337.95	167,857.89	170,442.99	173,028.09
226A	12	8	153,781.02	156,127.17	158,516.76	160,928.07	163,382.84	165,881.04	168,422.70	170,986.08	173,614.63	176,243.18	178,958.62	181,695.79
227A	12	8	161,449.44	163,925.92	166,424.13	168,987.51	171,550.89	174,201.16	176,829.71	179,545.15	182,282.32	185,062.94	187,908.72	190,776.23
229C	10	7.5	120,217.70	122,036.74	123,914.45	125,806.83	127,728.55	129,664.95	131,660.02	133,669.76	135,708.84	137,791.93	139,889.69	142,031.45
229C	10+1	7.5	133,646.28	135,668.51	137,755.96	139,859.73	141,996.11	144,148.81	146,366.73	148,600.95	150,867.81	153,183.59	155,515.67	157,896.62
229C	10+2	7.5	147,074.85	149,300.27	151,597.47	153,912.61	156,263.66	158,632.65	161,073.43	163,532.15	166,026.78	168,575.24	171,141.64	173,761.89
231A	12	8	196,250.57	199,248.42	202,289.72	205,396.19	208,546.10	211,717.74	214,954.55	218,234.80	221,558.50	224,969.11	228,379.70	231,877.19

ADMINISTRATOR SUPPLEMENTS

CATEGORY	RATE
Master's +30 semester hours in an approved program beyond a master's degree	$2,500*
Doctorate	$5,000*

* Provided the job description does not require a degree as a minimum qualification.

Portsmouth Public Schools Non-Exempt Salary Scale

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
101	$15.59	$15.81	$16.06	$16.31	$16.55	$16.80	$17.06	$17.33	$17.58	$17.85	$18.13
102	$16.37	$16.62	$16.86	$17.13	$17.39	$17.65	$17.92	$18.20	$18.47	$18.76	$19.04
103	$17.18	$17.44	$17.71	$17.98	$18.25	$18.53	$18.82	$19.09	$19.39	$19.68	$19.99
104	$18.03	$18.31	$18.59	$18.87	$19.16	$19.46	$19.75	$20.06	$20.36	$20.67	$21.00
105	$18.94	$19.23	$19.53	$19.83	$20.12	$20.42	$20.75	$21.06	$21.38	$21.71	$22.05
106	$19.89	$20.19	$20.50	$20.81	$21.13	$21.45	$21.78	$22.11	$22.45	$22.80	$23.14
107	$20.87	$21.19	$21.52	$21.85	$22.18	$22.52	$22.87	$23.22	$23.58	$23.93	$24.29
108	$21.92	$22.25	$22.60	$22.94	$23.29	$23.65	$24.01	$24.38	$24.75	$25.13	$25.51
110	$24.18	$24.54	$24.92	$25.29	$25.69	$26.07	$26.47	$26.87	$27.28	$27.71	$28.13
111	$25.38	$25.76	$26.16	$26.56	$26.96	$27.38	$27.80	$28.22	$28.65	$29.09	$29.54
112	$26.66	$27.06	$27.47	$27.88	$28.31	$28.75	$29.19	$29.63	$30.08	$30.55	$31.01
113	$27.98	$28.41	$28.84	$29.29	$29.72	$30.19	$30.65	$31.11	$31.59	$32.08	$32.55
114	$29.38	$29.82	$30.29	$30.74	$31.21	$31.70	$32.18	$32.67	$33.17	$33.67	$34.19
115	$30.85	$31.33	$31.79	$32.28	$32.78	$33.27	$33.79	$34.30	$34.83	$35.36	$35.90
116	$32.40	$32.89	$33.39	$33.90	$34.42	$34.95	$35.47	$36.02	$36.56	$37.12	$37.69
119	$37.50	$38.08	$38.65	$39.24	$39.85	$40.45	$41.06	$41.70	$42.33	$42.98	$43.63

Grade	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Step 22
101	$18.42	$18.69	$18.98	$19.27	$19.56	$19.86	$20.15	$20.46	$20.78	$21.10	$21.42
102	$19.33	$19.62	$19.92	$20.24	$20.53	$20.85	$21.16	$21.49	$21.82	$22.15	$22.49
103	$20.30	$20.61	$20.92	$21.23	$21.56	$21.89	$22.22	$22.57	$22.91	$23.26	$23.62
104	$21.32	$21.64	$21.97	$22.30	$22.64	$22.98	$23.34	$23.69	$24.05	$24.42	$24.79
105	$22.38	$22.72	$23.07	$23.42	$23.78	$24.14	$24.51	$24.89	$25.26	$25.65	$26.04
106	$23.49	$23.86	$24.22	$24.58	$24.96	$25.34	$25.73	$26.12	$26.52	$26.93	$27.34
107	$24.67	$25.04	$25.43	$25.81	$26.21	$26.60	$27.02	$27.44	$27.85	$28.28	$28.70
108	$25.91	$26.30	$26.71	$27.11	$27.52	$27.93	$28.36	$28.81	$29.25	$29.68	$30.14
110	$28.56	$29.00	$29.43	$29.89	$30.34	$30.81	$31.28	$31.75	$32.23	$32.73	$33.23
111	$29.98	$30.44	$30.91	$31.38	$31.86	$32.35	$32.85	$33.33	$33.85	$34.36	$34.90
112	$31.48	$31.96	$32.45	$32.95	$33.46	$33.96	$34.49	$35.01	$35.55	$36.08	$36.64
113	$33.06	$33.56	$34.07	$34.59	$35.12	$35.66	$36.21	$36.76	$37.32	$37.89	$38.47
114	$34.71	$35.25	$35.78	$36.33	$36.88	$37.44	$38.02	$38.60	$39.19	$39.83	$40.39
115	$36.45	$37.01	$37.57	$38.14	$38.72	$39.32	$39.92	$40.52	$41.15	$41.77	$42.42
116	$38.27	$38.86	$39.44	$40.05	$40.66	$41.28	$41.91	$42.55	$43.21	$43.86	$44.54
119	$44.30	$43.94	$45.66	$46.36	$47.07	$47.80	$48.52	$49.26	$50.01	$50.77	$51.55

Grade	Step 23	Step 24	Step 25	Step 26	Step 27	Step 28	Step 29	Step 30	Step 31	Step 32	Step 33	Step 34
101	$21.75	$22.09	$22.42	$22.76	$23.11	$23.46	$23.83	$24.19	$24.55	$24.93	$25.31	$25.70
102	$22.84	$23.19	$23.54	$23.90	$24.26	$24.64	$25.01	$25.40	$25.78	$26.18	$26.57	$26.99
103	$23.98	$24.35	$24.71	$25.09	$25.47	$25.86	$26.27	$26.67	$27.07	$27.49	$27.90	$28.33
104	$25.17	$25.56	$25.96	$26.35	$26.75	$27.15	$27.57	$27.99	$28.42	$28.86	$29.30	$29.75
105	$26.44	$26.84	$27.25	$27.66	$28.09	$28.52	$28.95	$29.39	$29.85	$30.31	$30.76	$31.23
106	$27.76	$28.18	$28.61	$29.05	$29.50	$29.94	$30.40	$30.86	$31.34	$31.82	$32.29	$32.79
107	$29.15	$29.59	$30.04	$30.49	$30.97	$31.44	$31.92	$32.41	$32.90	$33.41	$33.92	$34.43
108	$30.61	$31.07	$31.54	$32.03	$32.51	$33.01	$33.52	$34.02	$34.55	$35.07	$35.61	$36.15
110	$33.73	$34.26	$34.77	$35.31	$35.84	$36.39	$36.94	$37.52	$37.99	$38.67	$39.26	$39.87
111	$35.43	$35.97	$36.52	$37.08	$37.64	$38.21	$38.81	$39.39	$39.99	$40.61	$41.22	$41.86
112	$37.19	$37.77	$38.34	$38.93	$39.52	$40.12	$40.95	$41.37	$42.00	$42.64	$43.28	$43.95
113	$39.06	$39.65	$40.26	$40.87	$41.50	$42.14	$42.78	$43.44	$44.09	$44.77	$45.44	$46.14
114	$41.01	$41.64	$42.27	$42.92	$43.57	$44.24	$44.91	$45.60	$46.30	$47.01	$47.72	$48.45
115	$43.06	$43.72	$44.38	$45.06	$45.75	$46.45	$47.16	$47.88	$48.61	$49.36	$50.11	$50.88
116	$45.22	$45.91	$46.60	$47.32	$48.04	$48.77	$49.52	$50.28	$51.04	$51.82	$52.61	$53.42
119	$52.34	$53.14	$53.96	$54.78	$55.62	$56.46	$57.32	$58.20	$59.08	$59.99	$60.92	$61.84

PART IV

ATHLETIC DIRECTOR
FACILITATOR
SCHOOL COUNSELOR
LIBRARY MEDIA SPECIALIST
PSYCHOLOGIST
SCHOOL SOCIAL WORKER
SPEECH LANGUAGE PATHOLOGIST
TEACHER

Portsmouth Public Schools
TEACHER PAY SCALE

Effective July 1, 2026

Step	Completed Years	10 MONTHS Grade 710	10+1 MONTHS Grade 711	10+2 MONTHS Grade 712	10 MONTHS Grade 713
0	0	63,010.79	69,975.22	76,939.66	66,327.58
1	1	63,798.37	70,850.20	77,900.99	67,155.74
2	2	64,596.36	71,735.58	78,874.80	67,995.34
3	3	65,403.71	72,632.40	79,861.10	68,845.35
4	4	66,220.42	73,539.63	80,858.85	69,705.76
5	5	67,048.58	74,459.35	81,870.12	70,577.61
6	6	67,887.14	75,390.51	82,892.83	71,459.87
7	7	68,735.07	76,332.07	83,929.07	72,352.54
8	8	69,594.44	77,286.11	84,978.83	73,257.69
9	9	70,464.21	78,252.65	86,041.08	74,173.24
10	10	71,345.43	79,230.62	87,116.85	75,100.23
11	11	72,237.05	80,221.08	88,205.11	76,038.67
12	12	73,140.12	81,224.03	89,307.94	76,989.60
13	13	74,054.63	82,239.46	90,424.29	77,951.97
14	14	74,979.55	83,267.37	91,554.16	78,925.78
15	15	76,104.22	84,515.85	92,927.49	80,109.76
16	16	77,246.58	85,784.10	94,321.62	81,311.42
17	17	78,404.54	87,071.08	95,736.57	82,531.81
18	18	79,581.24	88,376.78	97,172.32	83,769.89
19	19	80,774.58	89,702.25	98,629.92	85,025.65
20	20	82,188.48	91,272.21	100,355.94	86,514.46
21	21	83,626.31	92,869.23	102,112.14	88,028.24
22	22	85,090.15	94,494.33	103,899.55	89,568.04
23	23	86,578.97	96,148.57	105,718.17	91,135.92
24	24	88,093.79	97,830.89	107,568.00	92,730.85
25	25	89,635.66	99,543.39	109,450.08	94,353.88
26	26	91,428.27	101,533.68	111,639.08	96,241.16
27	27	93,257.29	103,564.54	113,871.78	98,165.90
28	28	95,122.73	105,635.97	116,149.22	100,129.14
29	29	97,024.58	107,749.03	118,472.43	102,130.87
30	30	98,964.93	109,903.69	120,841.42	104,174.21
31	31	100,449.58	111,551.69	122,654.84	105,736.89
32	32	101,956.08	113,225.69	124,494.26	107,322.46
33	33	103,485.47	114,923.62	126,361.78	108,933.00
34	34	105,037.74	116,647.57	128,257.39	110,566.43
35	35	106,088.55	117,813.86	129,540.20	111,672.37
36	36	107,149.76	118,992.63	130,835.50	112,788.72
37	37	108,221.37	120,181.81	132,143.28	113,916.52
38	38	109,303.38	121,384.51	133,464.59	115,055.76
39	39	110,395.80	122,597.61	134,799.43	116,206.44
40	40	111,499.67	123,824.25	136,147.78	117,368.56
41	41	111,499.67	123,824.25	136,147.78	117,368.56
42	42	111,499.67	123,824.25	136,147.78	117,368.56
43	43	111,499.67	123,824.25	136,147.78	117,368.56
44	44	111,499.67	123,824.25	136,147.78	117,368.56
45	45	112,614.98	125,062.32	137,508.63	118,542.14
46	46	112,614.98	125,062.32	137,508.63	118,542.14
47	47	112,614.98	125,062.32	137,508.63	118,542.14
48	48	112,614.98	125,062.32	137,508.63	118,542.14
49	49	112,614.98	125,062.32	137,508.63	118,542.14
50	50	113,741.73	126,312.88	138,884.04	119,727.15

Advanced Degree**	SupplementAmounts
BA + 15	$1,000.00
Masters	$2,500.00
MA + 30	$5,000.00
Doctorate	$6,000.00

**Must be enrolled in an approved college program leading towards an advanced degree.
Once an employee becomes eligible for a new advanced degree supplement, the previous supplement is removed. Only one advanced degree supplement is paid at a time. Employees will not be paid for earning multiple numbers of the same advanced degree (ex. A teacher with two masters degrees will only receive $2500)

PART V

OCCUPATIONAL THERAPIST
PHYSICAL THERAPIST

Portsmouth Public Schools

Physical Therapist/Occupational Therapist Salary Scale

Effective July 1, 2026

Step	Completed Years	10 Months Grade 229C	10+1 Months Grade 229C	10+2 Months Grade 229C
1	1	86,125.45	95,745.86	105,366.26
2	2	87,445.72	97,213.60	106,981.48
3	3	88,765.99	98,681.35	108,596.70
4	4	90,130.27	100,198.01	110,265.75
5	5	91,509.22	101,730.99	111,952.76
6	6	92,888.16	103,263.96	113,639.77
7	7	94,311.12	104,845.87	115,380.63
8	8	95,763.41	106,460.39	117,157.36
9	9	97,230.38	108,091.22	118,952.05
10	10	98,712.01	109,738.35	120,764.70
11	11	100,222.98	111,418.10	122,613.22
12	12	101,748.62	113,114.16	124,479.70
13	13	103,303.60	114,842.84	126,382.07
14	14	104,873.26	116,587.83	128,302.39
15	15	106,472.25	118,365.42	130,258.60
16	16	108,115.25	120,191.96	132,268.65
17	17	109,758.24	122,018.48	134,278.71
18	18	111,430.58	123,877.62	136,324.65
19	19	113,146.94	125,785.70	138,424.44
20	20	114,863.28	127,693.76	140,524.23
21	21	116,623.64	129,650.75	142,677.86
22	22	118,398.66	131,624.05	144,849.44
23	23	120,217.70	133,646.28	147,074.85
24	24	122,036.74	135,668.51	149,300.27
25	25	123,914.45	137,755.96	151,597.47
26	26	125,806.83	139,859.73	153,912.61
27	27	127,728.55	141,996.11	156,263.66
28	28	129,664.95	144,148.81	158,632.65
29	29	131,660.02	146,366.73	161,073.43
30	30	133,669.76	148,600.95	163,532.15
31	31	135,708.84	150,867.81	166,026.78
32	32	137,791.93	153,183.59	168,575.24
33	33	139,889.69	155,515.67	171,141.64
34	34	142,031.45	157,896.62	173,761.89

Advanced Degree* Supplement Amounts

BA + 15 $1,000.00	Masters $2,500.00	MA + 30 $5,000.00	Doctorate $6,000.00
*Must be enrolled in an approved college program leading towards an advanced degree.			

PART VI

PART TIME RATES

PART-TIME RATES

CATEGORY	RATE
Adult Ed PT Teacher	$30.00/hour
COE Clerk	Minimum Wage
Custodian	Step 1
Food Service Worker	Step 1
Homebound Teacher	$30.00/hour (including local travel)
Trades Worker Journeyman Carpenter	Step 1

EVENING SCHOOL PAY RATES

CATEGORY	RATE
Career Coach	$30.00 / hour
Library Media Specialist	$30.00 / hour
School Counselor	$30.00 / hour
Teacher	$ 30.00 / hour
*Associate I	Step 1

*Full Time employees working in their current positions will receive their regular hourly rate of pay.

SUMMER PAY RATES

CATEGORY	RATE
Library Media Specialist	$ 40.00 / hour
Nurse RN	$ 40.00 / hour
School Counselor	$ 40.00 / hour
Summer Academy: Camp Lead/Coordinator	$ 40.00 / hour
Teacher / Alternative Teacher	$ 40.00 / hour
*Associate I	Step 1
*Bus Driver	Step 1
*Crossing Guard	Step 1
*Custodian	Step 1
*Instructional Assistant	Step 1
*In School Suspension	Step 1
*Interpreters	Step 1
*Nurse LPN	Step 1
*Security Officer	Step 1

*Full Time employees working in their current positions will receive their regular hourly rate.

SUBSTITUTE PAY RATES

CATEGORY	RATE	*LONG-TERM RATE
Substitute Assistant Principal/Principal	$41.25 / hour	
Substitute Associate I	Step 1	
Substitute Bus Monitor	Step 1	
Substitute Crossing Guard	Step 1	
Substitute Custodian	Step 1	
Substitute Food Service Worker	Step 1	
Substitute Instructional Assistant	Step 1	
Substitute Nurse	$ 150.00 / day	
Substitute Security Officer	Step 1	
Substitute Teacher	$ 150.00 / day (days 1-20)	$ 200.00 / day * **(beginning day 21 in the same position)**

*Long-Term = 20 consecutive days in the same position;
Long term rate will not be paid retroactively to the first day in the position
gular hourly rate of pay.

PART VII

SUPPLEMENTS

ANNUAL SUPPLEMENTS FOR COACHES

SPORT	ROLE	RATE	PAY CODE
Academic Challenge (MS)	Sponsor	$750	562
Athletic Academic Advisor (HS)	Sponsor	$3,200	501
Athletic Director (MS)	Athletic Director Middle School	$2,300	500
Baseball (HS)	Varsity Head Coach	$2,400	506
Baseball (HS)	Assistant/J.V.	$1,800	505
Basketball (HS)	Varsity Head Coach	$3,800	509
Basketball (HS)	J.V. Head Coach/Varsity Assistant	$2,000	508
Basketball (HS)	Assistant Coach	$1,500	507
Basketball (MS)	Head Coach	$1,000	510
Basketball (MS)	Assistant Coach	$500	511
Cheer - Competition (HS)	Varsity Competition Head Coach	$2,800	514
Cheer (HS)	Varsity Head Coach	$2,800	517
Cheer (HS)	Assistant/J.V. Coach	$2,000	516
Cheer (MS)	Head Coach	$750	515
Cheer (MS)	Competition Head Coach	$750	518
Debate Sponsor (HS)	Sponsor	$1,500	531
Dramatics Sponsor (HS)	Sponsor	$1,500	535
E-Sports (HS)	Coach	$1,500	563
Field Hockey (HS)	Varsity Head Coach	$2,800	538
Field Hockey (HS)	J.V. Head Coach/Varsity Assistant	$2,000	537
Film Sponsor (HS)	Sponsor	$1,500	545
Football (HS)	Varsity Head Coach	$5,500	542
Football (HS)	Assistant/J.V. Coach	$4,000	541
Football (MS)	Head Coach	$1,500	540
Football (MS)	Assistant Coach	$750	543
Forensics Sponsor (HS)	Sponsor	$1,500	544
Golf (HS)	Head Coach	$1,800	546
Odyssey of the Mind (ES/MS/HS)	Sponsor	$750	552
Robotics Coach (HS)	Coach	$2,500	558
Scholastic Bowl (MS)	Sponsor	$750	564
Scholastic Bowl (HS)	Sponsor	$1500	565

ANNUAL SUPPLEMENTS FOR COACHES CONT.

SPORT	ROLE	RATE	PAY CODE
Soccer (HS)	Varsity Head Coach	$2,500	569
Soccer (HS)	Assistant/J.V. Coach	$1,700	568
Soccer (MS)	Coach	$750	570
Softball (HS)	Varsity Head Coach	$2,400	573
Softball (HS)	Assistant/J.V. Coach	$1,800	572
Softball (MS)	Coach	$750	574
Special Olympics (HS)	Coach	$1,500	576
Special Olympics (MS)	Coach	$750	577
Swimming (HS)	Coach	$2,600	579
Tennis (HS)	Head Coach	$2,000	586
Track - Cross Country (HS)	Coach	$2,000	527
Track - Indoor (HS)	Head Coach	$2,400	598
Track - Indoor (HS)	Assistant Coach	$1,000	601
Track – Outdoor (HS)	Head Coach	$2,900	600
Track – Outdoor (HS)	Assistant Coach	$1,500	597
Track – Outdoor (MS)	Head Coach	$1,000	599
Track– Outdoor (MS)	Assistant Coach	$500	602
Volleyball (HS)	Head Coach	$2,500	606
Volleyball (MS)	Head Coach	$750	605
Weight Training (HS)	Coach	$1,700	608
Wrestling (HS)	Head Coach	$2,900	612
Wrestling (HS)	Assistant/J.V. Coach	$2,000	611
Wrestling (MS)	Head Coach	$750	610

ANNUAL SUPPLEMENTS FOR ACTIVITY SPONSORS

ACTIVITY	ROLE	RATE	PAY CODE
Art Enrichment (ES/MS/HS)	Sponsor	$750	583
Band (HS)	Band Director	$3,000	502
Band (MS)	Band Director	$1,000	503
Bookroom Clerk (MS/HS)	Clerk	$650	512
Choral (HS)	Choral Director	$2,000	519
Choral (MS)	Choral Director	$1,000	520
CHROME (ES/MS/HS)	Sponsor	$750	525
Class Sponsor (HS)	Senior Class Sponsor	$1,250	523
Class Sponsor (HS)	Junior Class Sponsor	$1,000	522
Class Sponsor (HS)	Sophomore Class Sponsor	$750	521
Class Sponsor (HS)	Freshman Class Sponsor	$750	524
Communications Liaison (ES/MS/HS)	Liaison	$1,000	526
CTE Follow Up Survey (HS)	Liaison	$900	528
Data Analyst (ES/MS/HS)	Analyst	$850	529
DECA (HS)	Sponsor	$750	532
Department Head - Magnet (HS)	Chair	$1,500	557
Department Head (MS/HS)	Chair	$1,500	533
FBLA (MS/HS)	Sponsor	$750	534
FCCLA (HS)	Sponsor	$750	530
FFA (HS)	Sponsor	$750	547
Grade Chair (ES)	Chair	$1,000	548
Guidance Director (MS)	Chair	$800	551
HOSA (HS)	Sponsor	$750	549
Newspaper (MS/HS)	Sponsor	$700	553
Orchestra Director (HS)	Director	$2,000	554
Orchestra Director (MS)	Director	$1,000	555
SCA (ES)	Sponsor	$750	561
SCA (HS)	Sponsor	$1,250	559
SCA (MS)	Sponsor	$1,000	560
School Improvement Chair (ES/MS/HS)	Chair	$1,500	566
Testing Coordinator (ES/MS/HS)	Coordinator	$1,000	588
TSA (MS/HS)	Sponsor	$750	582
Yearbook (HS)	Sponsor	$2,000	614
Yearbook (MS)	Sponsor	$1,500	613

OTHER SUPPLEMENTS

ACTIVITY	RATE	PAY CODE
Additional Bell (HS & MS)	$3,500/ per semester*	581
Alternative SOL Assessment Graders	$30 per hour	791
Curriculum Writers	$30 per hour	713
Daily Classroom Coverage – Instructional Assistant	$20.00/full day $10/half day	729
Daily Classroom Coverage – Teacher (Elem)	$30.00 per day	771
Daily Classroom Coverage – Teacher (HS & MS)	$30.00 per block**	771
Elementary Report Card Revisions	$25 per hour	754
Porte Towne Magic	$25 per hour	750
Project Graduation	$25 per hour	751
Above and Beyond Coordinator	$30 per hour	758/761
Above and Beyond/All In Remediation Tutors	$30 per hour	758/760/761

* Teachers may only teach a maximum of 1 block per semester.
** Maximum of 1 block per day

CATEGORY	RATE	PAY CODE
Basic Certificate –Instructional Assistant*	$181	411
Basic Certificate – Food Service Manager	$278	409
Bus Driver Trainer (Behind the Wheel)	$750	513
Certified Public Buyer (CPPB) or Certified Public Purchasing Officer (CPPO) or Certified Professional in Supply Management (CPSM)	$525	414/413
Dual Language Immersion – Lead Teacher	$3,000	468
Dual Language Immersion - Teacher	$2000	465
Dual Language Immersion – Instructional Assistant	$1000	466
Dual Language Immersion – Instructional Assistant (Grant)	$500	469
Head Custodian – High School	$6000	460
Head Custodian – Middle School	$3000	461
Interpreter - Level I	$750	422
Interpreter - Level II	$1,500	423
Interpreter - Level III	$2,250	424
Lead Custodian – High School	$3000	463
Lead Custodian – Middle School	$1500	464
Food Service Catering	$4500	467
Licensed Clinical Social Worker	$2,500	426
Licensed Professional Counselor (LPC) or National Certified School Psychologist (NCSP)	$2,500	427

CATEGORY	RATE	PAY CODE
Maintenance Craftsman License	$462	429
National Board Certification (Teachers)	$2,500	433
EOP - Certified Ed. Office Employee Certificate - 12 month*	$550	442
Registered Nurse with BS Degree	$1,000	447
RN - National Board Certificate - 10 month	$359	445
RN - National Board Certificate - 12 month	$431	446
ROTC	$1,500	448
Severe and Profound –Instructional Assistant	$1,000	556
Speech Language/Pathologist ASHA Certification	$2,500	407
Virginia Contract Officer (VCO)	$225	457

*Employees hired after 7/1/2015 are ineligible to receive this supplement.


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