



ADMINISTRATOR SALARY SCALE - LICENSED*
2020-2021
215 Days

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Grade
C	\$ 70,717.80	\$ 73,545.05	\$ 76,488.40	\$ 79,547.85	\$ 82,727.70	\$ 86,036.55	\$ 89,478.70	\$ 93,060.60	\$ 96,782.25	\$ 100,654.40	\$ 103,167.75	\$ 105,747.75	\$ 108,392.25	\$ 108,392.25	\$ 110,559.45	\$ 110,559.45	\$ 112,769.65	\$ 115,027.15	C
Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Grade
D	\$ 74,254.55	\$ 77,223.70	\$ 80,311.10	\$ 83,525.35	\$ 86,864.30	\$ 90,340.85	\$ 93,952.85	\$ 97,713.20	\$ 101,619.75	\$ 105,685.40	\$ 108,327.75	\$ 111,034.60	\$ 111,034.60	\$ 113,255.55	\$ 113,255.55	\$ 115,521.65	\$ 117,832.90		D

240 Days																			
Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Grade
C	\$ 78,940.80	\$ 82,096.80	\$ 85,382.40	\$ 88,797.60	\$ 92,347.20	\$ 96,040.80	\$ 99,883.20	\$ 103,881.60	\$ 108,036.00	\$ 112,358.40	\$ 115,164.00	\$ 118,044.00	\$ 120,996.00	\$ 120,996.00	\$ 123,415.20	\$ 123,415.20	\$ 125,882.40	\$ 128,402.40	C
Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Grade
D	\$ 82,888.80	\$ 86,203.20	\$ 89,649.60	\$ 93,237.60	\$ 96,964.80	\$ 100,845.60	\$ 104,877.60	\$ 109,075.20	\$ 113,436.00	\$ 117,974.40	\$ 120,924.00	\$ 123,945.60	\$ 123,945.60	\$ 126,424.80	\$ 126,424.80	\$ 128,954.40	\$ 131,534.40		D
E	\$ 85,288.80	\$ 88,701.60	\$ 92,251.20	\$ 95,940.00	\$ 99,780.00	\$ 103,768.80	\$ 107,918.40	\$ 112,233.60	\$ 116,726.40	\$ 121,394.40	\$ 124,425.60	\$ 127,538.40	\$ 127,538.40	\$ 130,089.60	\$ 130,089.60	\$ 132,691.20	\$ 135,345.60		E
Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Grade
F	\$ 94,032.00	\$ 97,790.40	\$ 101,704.80	\$ 105,770.40	\$ 110,004.00	\$ 114,403.20	\$ 118,980.00	\$ 123,736.80	\$ 128,690.40	\$ 133,838.40	\$ 137,181.60	\$ 137,181.60	\$ 139,927.20	\$ 139,927.20	\$ 142,725.60	\$ 145,581.60			F
FP	\$ 96,758.93	\$ 100,626.32	\$ 104,654.24	\$ 108,837.74	\$ 113,194.11	\$ 117,720.89	\$ 122,430.42	\$ 127,325.17	\$ 132,422.42	\$ 137,719.71	\$ 141,159.86	\$ 141,159.86	\$ 143,985.08	\$ 143,985.08	\$ 146,864.63	\$ 149,803.45			FP
G	\$ 98,731.20	\$ 102,681.60	\$ 106,790.40	\$ 111,062.40	\$ 115,504.80	\$ 120,124.80	\$ 124,927.20	\$ 129,926.40	\$ 135,122.40	\$ 140,529.60	\$ 144,040.80	\$ 144,040.80	\$ 146,920.80	\$ 146,920.80	\$ 149,860.80	\$ 152,858.40			G
GP	\$ 101,594.40	\$ 105,659.36	\$ 109,887.31	\$ 114,283.20	\$ 118,854.43	\$ 123,608.41	\$ 128,550.08	\$ 133,694.26	\$ 139,040.94	\$ 144,604.95	\$ 148,217.97	\$ 148,217.97	\$ 151,181.49	\$ 151,181.49	\$ 154,206.75	\$ 157,292.55			GP
Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Grade
H	\$ 103,670.40	\$ 107,815.20	\$ 112,130.40	\$ 116,613.60	\$ 121,276.80	\$ 126,129.60	\$ 131,174.40	\$ 136,423.20	\$ 141,880.80	\$ 147,556.80	\$ 147,556.80	\$ 150,506.40	\$ 150,506.40	\$ 153,516.00	\$ 156,588.00				H
I	\$ 135,240.00	\$ 139,296.00	\$ 143,476.80	\$ 147,780.00	\$ 152,212.80	\$ 156,780.00	\$ 161,484.00	\$ 166,327.20	\$ 171,316.80	\$ 176,457.60	\$ 176,457.60	\$ 179,985.60	\$ 179,985.60	\$ 183,585.60	\$ 187,260.00				I
J	\$ 139,838.16	\$ 144,032.06	\$ 148,355.01	\$ 152,804.52	\$ 157,388.04	\$ 162,110.52	\$ 166,974.46	\$ 171,982.33	\$ 177,141.58	\$ 182,457.17	\$ 182,457.17	\$ 186,105.12	\$ 186,105.12	\$ 189,827.52	\$ 193,626.85				J

Initial placement and step progression to be determined by the Superintendent

Licensed Administrators Positions and Placement on Scale

LAS - C	Assistant Principal, Elementary (215) Assistant Principal, Elementary - Modified School (240) Assistant Director, Athletics & Student Activities Coordinator, Career and Technical Education (240) Coordinator, Dual Language (240) Coordinator, Instructional Technology Coordinator, International Academy (240) Coordinator, Middle School ELL (240) Dean of Students (215)	LAS - F	Assistant Director, Related Services & Special Programs Assistant Director, Specialized Instruction Coordinator, Early Childhood Director, Gifted Programs and Advanced Academics Director, TIS Services Lead Administrator for Operations and Student Support	LAS - H	Executive Director, English Learner Services Executive Director, Equity and Alternative Programs Executive Director, Instructional Support Executive Director, School Improvement Executive Director, School Leadership Executive Director, Specialized Instruction Executive Director, Student Services Executive Director, Student Support Teams
LAS - D	Academic Principal, High School (240) Academic Principal, Middle School (240) Administrator for Instruction and Student Support Assistant Principal, High School (240)	LAS - FP	Principal, Elementary School Principal, Juvenile Detention Home School	LAS - I	Principal, T. C. Williams High School
LAS - E	Director, Adult Education Director, Middle School Guidance Director, Online Learning	LAS - G	Director, Compliance and Special Programs Director, Guidance (Secondary) Director, Student Activities (TCW) Director, School Psychology Director, School Health Director, Social Work	LAS - J	Chief of Teaching, Learning, and Leadership Chief of Student Services and Equity
		LAS - GP	Principal, Middle School Principal, K-8 School Transformational Head of School, preK-8 IB School, Jefferson Houston		

* Required to have a Va Dept of Education License



ADMINISTRATOR SALARY SCALE - SUPPORT
2020-2021
240 Days

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Grade
1	\$ 57,583.20	\$ 59,887.20	\$ 62,280.00	\$ 64,773.60	\$ 67,363.20	\$ 70,058.40	\$ 72,861.60	\$ 75,777.60	\$ 78,806.40	\$ 81,960.00	\$ 85,238.40	\$ 88,646.40	\$ 92,193.60	\$ 92,193.60	\$ 94,036.80	\$ 94,036.80	\$ 95,918.40	\$ 97,836.00	1
2	\$ 60,614.40	\$ 63,036.00	\$ 65,558.40	\$ 68,179.20	\$ 70,910.40	\$ 73,744.80	\$ 76,694.40	\$ 79,764.00	\$ 82,953.60	\$ 86,270.40	\$ 88,428.00	\$ 90,638.40	\$ 92,904.00	\$ 92,904.00	\$ 94,764.00	\$ 94,764.00	\$ 96,660.00	\$ 98,594.40	2
3	\$ 63,645.60	\$ 66,189.60	\$ 68,836.80	\$ 71,589.60	\$ 74,455.20	\$ 77,431.20	\$ 80,529.60	\$ 83,752.80	\$ 87,100.80	\$ 90,585.60	\$ 92,848.80	\$ 95,174.40	\$ 97,548.00	\$ 97,548.00	\$ 99,499.20	\$ 99,499.20	\$ 101,493.60	\$ 103,521.60	3
4	\$ 66,828.00	\$ 69,501.60	\$ 72,278.40	\$ 75,170.40	\$ 78,177.60	\$ 81,302.40	\$ 84,556.80	\$ 87,938.40	\$ 91,456.80	\$ 95,114.40	\$ 97,492.80	\$ 99,928.80	\$ 102,429.60	\$ 102,429.60	\$ 104,476.80	\$ 104,476.80	\$ 106,567.20	\$ 108,696.00	4
5	\$ 70,168.80	\$ 72,974.40	\$ 75,892.80	\$ 78,928.80	\$ 82,087.20	\$ 85,370.40	\$ 88,785.60	\$ 92,335.20	\$ 96,028.80	\$ 99,871.20	\$ 102,367.20	\$ 104,928.00	\$ 107,548.80	\$ 107,548.80	\$ 109,701.60	\$ 109,701.60	\$ 111,895.20	\$ 114,132.00	5
6	\$ 73,677.60	\$ 76,622.40	\$ 79,687.20	\$ 82,876.80	\$ 86,191.20	\$ 89,637.60	\$ 93,225.60	\$ 96,952.80	\$ 100,831.20	\$ 104,865.60	\$ 107,486.40	\$ 110,174.40	\$ 112,927.20	\$ 112,927.20	\$ 115,183.20	\$ 115,183.20	\$ 117,489.60	\$ 119,836.80	6
7	\$ 77,359.20	\$ 80,455.20	\$ 83,673.60	\$ 87,019.20	\$ 90,499.20	\$ 94,118.40	\$ 97,886.40	\$ 101,800.80	\$ 105,871.20	\$ 110,107.20	\$ 112,862.40	\$ 115,682.40	\$ 118,572.00	\$ 118,572.00	\$ 120,945.60	\$ 120,945.60	\$ 123,364.80	\$ 125,832.00	7
8	\$ 81,228.00	\$ 84,477.60	\$ 87,856.80	\$ 91,370.40	\$ 95,025.60	\$ 98,827.20	\$ 102,780.00	\$ 106,891.20	\$ 111,168.00	\$ 115,612.80	\$ 118,502.40	\$ 121,466.40	\$ 124,504.80	\$ 124,504.80	\$ 126,993.60	\$ 126,993.60	\$ 129,530.40	\$ 132,122.40	8
Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Grade
9	\$ 85,288.80	\$ 88,701.60	\$ 92,251.20	\$ 95,940.00	\$ 99,777.60	\$ 103,768.80	\$ 107,918.40	\$ 112,233.60	\$ 116,726.40	\$ 121,394.40	\$ 124,428.00	\$ 127,538.40	\$ 127,538.40	\$ 130,089.60	\$ 130,089.60	\$ 132,691.20	\$ 135,345.60		9
Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16			Grade
10	\$ 89,553.60	\$ 93,134.40	\$ 96,864.00	\$ 100,735.20	\$ 104,764.80	\$ 108,955.20	\$ 113,313.60	\$ 117,844.80	\$ 122,563.20	\$ 127,464.00	\$ 130,651.20	\$ 130,651.20	\$ 133,262.40	\$ 133,262.40	\$ 135,928.80	\$ 138,648.00			10
11	\$ 94,032.00	\$ 97,790.40	\$ 101,704.80	\$ 105,772.80	\$ 110,004.00	\$ 114,403.20	\$ 118,980.00	\$ 123,736.80	\$ 128,690.40	\$ 133,836.00	\$ 137,181.60	\$ 137,181.60	\$ 139,927.20	\$ 139,927.20	\$ 142,725.60	\$ 145,581.60			11
12	\$ 98,731.20	\$ 102,681.60	\$ 106,790.40	\$ 111,062.40	\$ 115,504.80	\$ 120,127.20	\$ 124,927.20	\$ 129,926.40	\$ 135,122.40	\$ 140,529.60	\$ 144,040.80	\$ 144,040.80	\$ 146,920.80	\$ 146,920.80	\$ 149,860.80	\$ 152,858.40			12
Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15				Grade
13	\$ 103,670.40	\$ 107,817.60	\$ 112,130.40	\$ 116,613.60	\$ 121,276.80	\$ 126,129.60	\$ 131,176.80	\$ 136,423.20	\$ 141,880.80	\$ 147,556.80	\$ 147,556.80	\$ 150,506.40	\$ 150,506.40	\$ 153,516.00	\$ 156,588.00				13
14	\$ 135,240.00	\$ 139,296.00	\$ 143,476.80	\$ 147,780.00	\$ 152,212.80	\$ 156,780.00	\$ 161,484.00	\$ 166,327.20	\$ 171,316.80	\$ 176,457.60	\$ 176,457.60	\$ 179,985.60	\$ 179,985.60	\$ 183,585.60	\$ 187,260.00				14
15	\$ 139,838.16	\$ 144,032.06	\$ 148,355.01	\$ 152,804.52	\$ 157,388.04	\$ 162,110.52	\$ 166,974.46	\$ 171,982.33	\$ 177,141.58	\$ 182,457.17	\$ 182,457.17	\$ 186,105.12	\$ 186,105.12	\$ 189,827.52	\$ 193,626.85				15

Initial placement and step progression to be determined by the Superintendent

Support Administrator Positions and Placement on Scale

SAS - 1	Unassigned	SAS - 7	Manager, Payroll	SAS - 12	Director II, Safety & Security Services
SAS - 2	Coordinator, Environmental Health & Safety		Manager, Procurement		Director II, School Nutrition Services
	Sr. Accountant		Planner II		Director II, Title I Programs
SAS - 3	Coordinator, Security and Facilities Management		Senior Buyer	SAS - 13	Executive Director, Communications
	Financial Analyst	SAS - 8	Unassigned		Executive Director, Community Partnerships & Engagement
	Sr. Payroll Analyst	SAS - 9	Asst. Director I, Community Partnerships & Engagement		Executive Director, Facilities and Operations
SAS - 4	Administrator, Scholarship Fund		Asst. Director I, Financial Systems and Reporting		Executive Director, Human Resources
	Asst. Director, Transportation		Asst. Director I, Procurement	SAS - 14	Unassigned
	Asst. Director, School Nutrition		Evaluation & Assessment Analyst	SAS - 15	Chief Accountability Officer
SAS - 5	Building System Manager	SAS - 10	Asst. Director II, Budget		Chief Financial Officer
SAS - 6	Clerk of Board/Policy Liaison		Asst. Director II, Building Services		Chief of School and Community Relations
	Construction Program Manager		Asst. Director II, Projects Delivery		Chief of Staff
	FACE Manager	SAS - 11	Director I, Infrastructure and Support Services		Chief Technology Officer
	Facilities Engineer		Director I, Policy & Board Initiatives		
	Media Relations Specialist	SAS - 12	Director I, Technology Services		
	Senior Analyst/ITS		Director II, Accounting		
	Testing & Improvement Analyst		Director II, Budget		
SAS - 7	Web Services Administrator		Director II, Capital Planning and Design		
	Budget Management Analyst		Director II, Compensation and Benefits		
	Business Data Analyst		Director II, Educational Facilities		
	Business Systems Analyst		Director II, Employee Engagement and Relations		
	Capital Program Analyst		Director II, Maintenance and Custodial Services		
	Coordinator, School Improvement		Director II, Procurement and General Services		
	Grants Officer		Director II, Pupil Transportation and Fleet Management		
			Director II, Recruitment and Retention		