



**ADMINISTRATOR SALARY SCALE - LICENSED\***

2018-2019

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	\$ 70,016.90	\$ 72,816.20	\$ 75,731.60	\$ 78,760.95	\$ 81,908.55	\$ 85,185.15	\$ 88,592.90	\$ 92,138.25	\$ 95,823.35	\$ 99,656.80	\$ 102,146.50	\$ 104,700.70	\$ 107,319.40	\$ 107,319.40	\$ 109,465.10	\$ 109,465.10	\$ 111,653.80	\$ 113,887.65	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	Grade	
D	\$ 73,519.25	\$ 76,458.30	\$ 79,515.60	\$ 82,697.60	\$ 86,004.30	\$ 89,446.45	\$ 93,021.90	\$ 96,745.70	\$ 100,613.55	\$ 104,638.35	\$ 107,254.90	\$ 109,935.95	\$ 109,935.95	\$ 112,133.25	\$ 112,133.25	\$ 114,377.85	\$ 116,665.45	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	\$ 78,158.40	\$ 81,283.20	\$ 84,537.60	\$ 87,919.20	\$ 91,432.80	\$ 95,090.40	\$ 98,894.40	\$ 102,852.00	\$ 106,965.60	\$ 111,244.80	\$ 114,024.00	\$ 116,875.20	\$ 119,798.40	\$ 119,798.40	\$ 122,193.60	\$ 122,193.60	\$ 124,636.80	\$ 127,130.40	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	Grade	
D	\$ 82,068.00	\$ 85,348.80	\$ 88,761.60	\$ 92,313.60	\$ 96,004.80	\$ 99,847.20	\$ 103,838.40	\$ 107,995.20	\$ 112,312.80	\$ 116,805.60	\$ 119,726.40	\$ 122,719.20	\$ 122,719.20	\$ 125,172.00	\$ 125,172.00	\$ 127,677.60	\$ 130,231.20	D	
E	\$ 84,444.00	\$ 87,823.20	\$ 91,336.80	\$ 94,989.60	\$ 98,791.20	\$ 102,741.60	\$ 106,850.40	\$ 111,122.40	\$ 115,569.60	\$ 120,192.00	\$ 123,194.40	\$ 126,276.00	\$ 126,276.00	\$ 128,800.80	\$ 128,800.80	\$ 131,378.40	\$ 134,006.40	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	Grade	
F	\$ 93,100.80	\$ 96,823.20	\$ 100,696.80	\$ 104,724.00	\$ 108,914.40	\$ 113,270.40	\$ 117,801.60	\$ 122,512.80	\$ 127,416.00	\$ 132,513.60	\$ 135,823.20	\$ 135,823.20	\$ 138,542.40	\$ 138,542.40	\$ 141,312.00	\$ 144,139.20	F		
G	\$ 97,754.40	\$ 101,664.00	\$ 105,732.00	\$ 109,963.20	\$ 114,360.00	\$ 118,934.40	\$ 123,691.20	\$ 128,640.00	\$ 133,785.60	\$ 139,137.60	\$ 142,615.20	\$ 142,615.20	\$ 145,466.40	\$ 145,466.40	\$ 148,377.60	\$ 151,344.00	G		
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			
H	\$ 102,643.20	\$ 106,747.20	\$ 111,019.20	\$ 115,459.20	\$ 120,076.80	\$ 124,881.60	\$ 129,876.00	\$ 135,072.00	\$ 140,476.80	\$ 146,095.20	\$ 146,095.20	\$ 149,016.00	\$ 149,016.00	\$ 151,996.80	\$ 155,037.60	H			
I	\$ 133,900.82	\$ 137,917.85	\$ 142,055.38	\$ 146,317.06	\$ 150,706.56	\$ 155,227.75	\$ 159,884.59	\$ 164,681.11	\$ 169,621.56	\$ 174,710.21	\$ 174,710.21	\$ 178,204.42	\$ 178,204.42	\$ 181,768.51	\$ 185,404.80	I			

Initial placement and step progression to be determined by the Superintendent

**Licensed Administrators Positions and Placement on Scale**

<p>LAS - C Assistant Principal, Elementary (215) Assistant Principal, Elementary - Modified School (240) Assistant Director, Athletics &amp; 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)</p> <p>LAS - D Academic Principal, High School (240) Academic Principal, Middle School (240) Administrator for Instruction and Student Support Assistant Principal, High School (240)</p> <p>LAS - E Director, Adult Education Director, Guidance (K-12) Director, High School Guidance Director, Middle School Guidance Director, Online Learning</p>	<p>LAS - F Assistant Director, Related Services &amp; Special Programs Assistant Director, Special Education Coordinator, Early Childhood Coordinator, TAG Program Lead Administrator for Curriculum, Instruction and Assessment Lead Administrator for Operations and Student Support Lead Administrator for School Improvement Principal, Elementary Principal, Juvenile Detention Home School</p> <p>LAS - G Director, Alternative Programs &amp; Equity Director, Compliance and Special Programs Director, Student Activities (TCW) Director, Talent Development Principal, Middle School</p>	<p>LAS - H Executive Director, Curriculum Services and Design Executive Director, Elementary Instruction Executive Director, English Language Learning Executive Director, Secondary Instruction Executive Director, Special Education Executive Director, Student Services Programs &amp; Supports</p> <p>LAS - I Chief Academic Officer Chief of Student Services, Alternative Programs &amp; Equity Principal, T. C. Williams</p>
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\* Required to have a Va Dept of Education License

**ADMINISTRATOR SALARY SCALE - SUPPORT**  
**2018-2019**

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	\$ 57,012.00	\$ 59,294.40	\$ 61,663.20	\$ 64,132.80	\$ 66,696.00	\$ 69,364.80	\$ 72,139.20	\$ 75,026.40	\$ 78,026.40	\$ 81,148.80	\$ 84,393.60	\$ 87,768.00	\$ 91,281.60	\$ 91,281.60	\$ 93,105.60	\$ 93,105.60	\$ 94,968.00	\$ 96,866.40	1
2	\$ 60,014.40	\$ 62,412.00	\$ 64,910.40	\$ 67,504.80	\$ 70,207.20	\$ 73,015.20	\$ 75,936.00	\$ 78,974.40	\$ 82,132.80	\$ 85,416.00	\$ 87,552.00	\$ 89,740.80	\$ 91,984.80	\$ 91,984.80	\$ 93,825.60	\$ 93,825.60	\$ 95,702.40	\$ 97,617.60	2
3	\$ 63,014.40	\$ 65,534.40	\$ 68,155.20	\$ 70,881.60	\$ 73,718.40	\$ 76,665.60	\$ 79,732.80	\$ 82,922.40	\$ 86,239.20	\$ 89,688.00	\$ 91,929.60	\$ 94,231.20	\$ 96,583.20	\$ 96,583.20	\$ 98,515.20	\$ 98,515.20	\$ 100,488.00	\$ 102,496.80	3
4	\$ 66,165.60	\$ 68,812.80	\$ 71,563.20	\$ 74,426.40	\$ 77,402.40	\$ 80,498.40	\$ 83,719.20	\$ 87,067.20	\$ 90,552.00	\$ 94,173.60	\$ 96,528.00	\$ 98,940.00	\$ 101,414.40	\$ 101,414.40	\$ 103,442.40	\$ 103,442.40	\$ 105,511.20	\$ 107,620.80	4
5	\$ 69,475.20	\$ 72,252.00	\$ 75,141.60	\$ 78,146.40	\$ 81,273.60	\$ 84,525.60	\$ 87,907.20	\$ 91,420.80	\$ 95,078.40	\$ 98,882.40	\$ 101,354.40	\$ 103,888.80	\$ 106,483.20	\$ 106,483.20	\$ 108,614.40	\$ 108,614.40	\$ 110,786.40	\$ 113,001.60	5
6	\$ 72,948.00	\$ 75,864.00	\$ 78,897.60	\$ 82,056.00	\$ 85,336.80	\$ 88,749.60	\$ 92,301.60	\$ 95,992.80	\$ 99,832.80	\$ 103,826.40	\$ 106,423.20	\$ 109,082.40	\$ 111,808.80	\$ 111,808.80	\$ 114,043.20	\$ 114,043.20	\$ 116,325.60	\$ 118,651.20	6
7	\$ 76,593.60	\$ 79,658.40	\$ 82,845.60	\$ 86,157.60	\$ 89,604.00	\$ 93,187.20	\$ 96,916.80	\$ 100,792.80	\$ 104,822.40	\$ 109,017.60	\$ 111,744.00	\$ 114,537.60	\$ 117,398.40	\$ 117,398.40	\$ 119,748.00	\$ 119,748.00	\$ 122,143.20	\$ 124,586.40	7
8	\$ 80,424.00	\$ 83,640.00	\$ 86,988.00	\$ 90,465.60	\$ 94,084.80	\$ 97,848.00	\$ 101,762.40	\$ 105,832.80	\$ 110,066.40	\$ 114,468.00	\$ 117,328.80	\$ 120,264.00	\$ 123,271.20	\$ 123,271.20	\$ 125,736.00	\$ 125,736.00	\$ 128,248.80	\$ 130,814.40	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	\$ 84,444.00	\$ 87,823.20	\$ 91,336.80	\$ 94,989.60	\$ 98,788.80	\$ 102,741.60	\$ 106,850.40	\$ 111,122.40	\$ 115,569.60	\$ 120,192.00	\$ 123,196.80	\$ 126,276.00	\$ 126,276.00	\$ 128,800.80	\$ 128,800.80	\$ 131,378.40	\$ 134,006.40	\$ -	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	\$ 88,668.00	\$ 92,212.80	\$ 95,904.00	\$ 99,736.80	\$ 103,728.00	\$ 107,877.60	\$ 112,192.80	\$ 116,678.40	\$ 121,348.80	\$ 126,201.60	\$ 129,357.60	\$ 129,357.60	\$ 131,942.40	\$ 131,942.40	\$ 134,582.40	\$ 137,275.20			10
11	\$ 93,100.80	\$ 96,823.20	\$ 100,696.80	\$ 104,726.40	\$ 108,914.40	\$ 113,270.40	\$ 117,801.60	\$ 122,512.80	\$ 127,416.00	\$ 132,511.20	\$ 135,823.20	\$ 135,823.20	\$ 138,542.40	\$ 138,542.40	\$ 141,312.00	\$ 144,139.20			11
12	\$ 97,754.40	\$ 101,664.00	\$ 105,732.00	\$ 109,963.20	\$ 114,360.00	\$ 118,936.80	\$ 123,691.20	\$ 128,640.00	\$ 133,785.60	\$ 139,137.60	\$ 142,615.20	\$ 142,615.20	\$ 145,466.40	\$ 145,466.40	\$ 148,377.60	\$ 151,344.00			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	\$ 102,643.20	\$ 106,749.60	\$ 111,019.20	\$ 115,459.20	\$ 120,076.80	\$ 124,881.60	\$ 129,878.40	\$ 135,072.00	\$ 140,476.80	\$ 146,095.20	\$ 146,095.20	\$ 149,016.00	\$ 149,016.00	\$ 151,996.80	\$ 155,037.60				13
14	\$ 133,900.82	\$ 137,917.85	\$ 142,055.38	\$ 146,317.06	\$ 150,706.56	\$ 155,227.75	\$ 159,884.59	\$ 164,681.11	\$ 169,621.56	\$ 174,710.21	\$ 174,710.21	\$ 178,204.42	\$ 178,204.42	\$ 181,768.51	\$ 185,404.80				14

Initial placement and step progression to be determined by the Superintendent

**Support Administrator Positions and Placement on Scale**

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