FY20 Unified Pay Plan Poquoson City Public Schools
Revised April 20, 2021

	A	B	C	D	E	F	G	H	I	J	K	L
1	**Grade**	**Assignment Title**	**FLSA Status**	**Employ-ment Term**	**Annual Days**	**Daily Hours**	**Hourly Minimum**	**Hourly Mid Point**	**Hourly Maxi-mum**	**Minimum Range**	**Mid Point**	**Maximum Range**
3	100	Office Clerk *	N	10	210	8	$ 11.51	$ 13.81	$ 18.37	$ 18,127.00	$ 21,756.00	$ 28,930.00
5	102	Para-professional	N	10	187	7.25	$ 11.33	$ 13.59	$ 18.92	$ 15,361.00	$ 18,425.00	$ 25,650.00
6	105	Secretary - Secondary	N	12	248	8	$ 13.77	$ 16.52	$ 21.98	$ 27,321.00	$ 32,785.00	$ 43,603.00
7	105	Secretary - SBO	N	12	248	8	$ 13.77	$ 16.52	$ 21.98	$ 27,321.00	$ 32,785.00	$ 43,603.00
8	105	Secretary/Bookkeeper - Elementary	N	12	248	8	$ 13.77	$ 16.52	$ 21.98	$ 27,321.00	$ 32,785.00	$ 43,603.00
9	106	Bookkeeper - Secondary	N	12	248	8	$ 14.46	$ 17.35	$ 23.08	$ 28,687.00	$ 34,424.00	$ 45,784.00
10	107	Administrative Assistant	N	12	248	8	$ 15.18	$ 18.22	$ 24.23	$ 30,122.00	$ 36,145.00	$ 48,073.00
12	108	Nurse - Licensed Practical	N	10	192	7.5	$ 15.94	$ 19.13	$ 25.44	$ 22,950.00	$ 27,551.00	$ 36,636.00
13	110	Compensation Analyst	N	12	248	8	$ 17.58	$ 21.09	$ 28.05	$ 34,869.00	$ 41,842.00	$ 55,651.00
14	110	Operations Specialist	N	12	248	8	$ 17.58	$ 21.09	$ 28.05	$ 34,869.00	$ 41,842.00	$ 55,651.00
15	110	General Maintenance Trade - Carpenter	N	12	248	8	$ 17.58	$ 21.09	$ 28.05	$ 34,869.00	$ 41,842.00	$ 55,651.00
16	110	General Maintenance Trade - Mechanic	N	12	248	8	$ 17.58	$ 21.09	$ 28.05	$ 34,869.00	$ 41,842.00	$ 55,651.00
17	110	General Maintenance Trade - Plumber	N	12	248	8	$ 17.58	$ 21.09	$ 28.05	$ 34,869.00	$ 41,842.00	$ 55,651.00
18	110	IT Technician	N	12	248	8	$ 17.58	$ 21.09	$ 28.05	$ 34,869.00	$ 41,842.00	$ 55,651.00
19	114	Specialist - Network	N	12	248	8	$ 21.36	$ 25.64	$ 34.09	$ 42,384.00	$ 50,860.00	$ 67,644.00
21	114	Nurse - Registered Nurse	E	10	192	7.5	$ 21.36	$ 25.64	$ 34.09	$ 30,762.00	$ 36,917.00	$ 49,094.00
22	116	Coordinator - Finance	E	12	248	8	$ 23.55	$ 28.26	$ 37.59	$ 46,728.00	$ 56,073.00	$ 74,577.00
23	116	Coordinator - Human Resources	E	12	248	8	$ 23.55	$ 28.26	$ 37.59	$ 46,728.00	$ 56,073.00	$ 74,577.00
24	117	Administrator - Network	E	12	248	8	$ 24.73	$ 29.68	$ 39.46	$ 49,064.00	$ 58,876.00	$ 78,297.00
25	117	Administrator - Instructional Technology & Instructional Data	E	12	248	8	$ 24.73	$ 29.68	$ 39.47	$ 49,064.00	$ 58,876.00	$ 78,306.00
26	118	Supervisor - Maintenance	N	12	248	8	$ 25.97	$ 31.16	$ 41.44	$ 51,517.00	$ 61,820.00	$ 82,221.00
27	118	Administrator - Systems	E	12	248	8	$ 25.97	$ 31.16	$ 41.44	$ 51,517.00	$ 61,820.00	$ 82,221.00
29	118	Adminstrator - Professional Learning & Digital Communcations	E	12	248	8	$ 25.97	$ 31.16	$ 41.44	$ 51,517.00	$ 61,820.00	$ 82,221.00
30	118	School Social Worker	E	11	220	8	$ 25.97	$ 31.16	$ 41.44	$ 45,707.00	$ 54,842.00	$ 72,934.00
31	118	Psychologist	E	11	220	8	$ 25.97	$ 31.16	$ 41.44	$ 45,707.00	$ 54,842.00	$ 72,934.00
33	119	Occupational Therapist	E	10	200	7.5	$ 27.26	$ 32.72	$ 43.51	$ 40,890.00	$ 49,074.00	$ 65,272.00
35	119	Assistant Principal - Elementary/Middle	E	11	225	8	$ 27.26	$ 32.72	$ 43.51	$ 49,068.00	$ 58,889.00	$ 78,327.00
37	122	Assistant Principal - High School	E	11	225	8	$ 31.56	$ 37.88	$ 50.37	$ 56,817.00	$ 68,173.00	$ 90,663.00
38	123	Principal - Elementary	E	12	248	8	$ 33.14	$ 39.77	$ 52.89	$ 65,750.00	$ 78,900.00	$ 104,937.00
39	124	Principal - Middle	E	12	248	8	$ 34.80	$ 41.76	$ 55.54	$ 69,038.00	$ 82,846.00	$ 110,184.00
40	125	Principal - High School	E	12	248	8	$ 36.54	$ 43.84	$ 58.31	$ 72,490.00	$ 86,988.00	$ 115,693.00
41	125	Director of Accountability & Technology	E	12	248	8	$ 36.54	$ 43.84	$ 58.31	$ 72,490.00	$ 86,988.00	$ 115,693.00
42	125	Director of Student Services	E	12	248	8	$ 36.54	$ 43.84	$ 58.31	$ 72,490.00	$ 86,988.00	$ 115,693.00
43	126	Executive Director - Finance	E	12	248	8	$ 38.36	$ 46.04	$ 61.23	$ 76,115.00	$ 91,337.00	$ 121,478.00
44	126	Executive Director - Operations	E	12	248	8	$ 38.36	$ 46.04	$ 61.23	$ 76,115.00	$ 91,337.00	$ 121,478.00
45	130	Assistant Superintendent	E	12	248	8	$ 46.63	$ 55.96	$ 74.42	$ 92,517.00	$ 111,021.00	$ 147,657.00
46												
47		*Assignment may be less than 210 days										