

# Poquoson City Public Schools



## **PAY PLAN** **Fiscal Year 2022-2023**

*Approved March 15, 2022*  
*Revised June 21, 2022*

## **Teacher Salary Schedule**

Teacher

Activities Director, High School

Instructional Technology Resource Teacher (ITRT)

Library Media Specialist

Reading Specialist

School Counselor

School Counseling Director

Speech Instructional Specialist

## Teacher Salary Schedule

Step	Bachelor's Degree
0	\$44,916
1	\$45,780
2	\$46,669
3	\$47,362
4	\$47,940
5	\$48,528
6	\$48,901
7	\$49,530
8	\$50,269
9	\$50,747
10	\$50,968
11	\$51,137
12	\$51,675
13	\$52,444
14	\$53,027
15	\$53,027
16	\$53,027
17	\$54,620
18	\$55,440
19	\$55,440
20	\$55,440
21	\$55,964
22	\$56,528
23	\$56,855
24	\$57,236
25	\$58,497
26	\$59,667
27	\$60,860
28	\$61,767
29	\$62,397
30	\$62,999

<b>Supplements:</b>	
Master's Degree	\$2,725
21 Hours	\$1,144
15 Hours	\$749
Advanced Certificate	\$1,368
Doctoral Degree	\$2,725

*Changes in salary will only occur when there is an approved adjustment to the Teacher Salary Schedule.*

**Guidelines for Extra Days**

<b>Position</b>	<b>Number of Extra Days *</b>
Activities Director	25
Band Director, High School	10
Instructional Technology Resource Teacher (ITRT)	20
Library Media Specialist	10
Marketing Director, High School	10
School Counselor, High School	20
School Counseling Director, High School	25
School Counselor, Middle School	10
School Counseling Director, Middle School	10
Speech Instructional Specialist	10
Speech Language Pathologist	10

\* Generally, the new contract length would apply to each individual who starts one of these positions as a new hire or current employee who voluntarily transfers to one of these positions. The new contract length would not apply to current employees in these positions whose work location changes without a position change.

**Positions with Extra Day Supplements**

<b>Position</b>	<b>Supplement</b>
Band Director, High School	\$3,500
Band Director, Middle School	\$2,750
Chorus Director, High School	\$3,500
Chorus Director, Middle School	\$2,750
Nurse Coordinator	\$1,200
School Counseling Director, High School	\$3,500
School Counseling Director, Middle School	\$3,500
Teacher – Additional Class Period	\$4,500

## Non-Licensed Employees and Administrators

*All salary scales are adjusted to the Full Time Equivalency (FTE) for each School Board position.*

Grade	Title	FLSA Status	Days Per Year	Daily Hours	Min. Hourly Rate	Min. Salary Range	Max. Salary Range
100	Office Clerk *	N	210	8.00	\$12.00	\$20,160	\$32,200
102	Paraprofessional	N	187	7.25	\$12.37	\$16,774	\$28,010
105	Secretary, Secondary	N	248	8.00	\$15.04	\$29,834	\$47,614
105	Secretary/Bookkeeper, Elem	N	248	8.00	\$15.04	\$29,834	\$47,614
106	Bookkeeper, Secondary	N	248	8.00	\$15.79	\$31,326	\$49,996
107	Administrative Assistant	N	248	8.00	\$16.58	\$32,893	\$52,496
108	Nurse, Licensed Practical	N	192	7.50	\$17.40	\$25,062	\$40,007
110	General Maintenance Trade	N	248	8.00	\$19.19	\$38,076	\$60,771
110	IT Technician	N	248	8.00	\$19.19	\$38,076	\$60,771
110	Operations Specialist	N	248	8.00	\$19.19	\$38,076	\$60,771
110	Administrative Specialist	N	248	8.00	\$19.19	\$38,076	\$60,771
114	Network Specialist	N	248	8.00	\$23.33	\$46,283	\$73,867
114	Nurse, Registered Nurse	E	192	7.50	\$23.33	\$33,592	\$53,611
116	Payroll Coordinator	E	248	8.00	\$25.72	\$51,027	\$81,438
116	Human Resources Coordinator	E	248	8.00	\$25.72	\$51,027	\$81,438
116	Finance Coordinator	E	248	8.00	\$25.72	\$51,027	\$81,438
117	Network Administrator	E	248	8.00	\$27.01	\$53,578	\$85,500
117	Instructional Technology and Data Administrator	E	248	8.00	\$27.01	\$53,578	\$85,500
118	Maintenance Supervisor	E	248	8.00	\$28.36	\$56,257	\$89,785
118	Systems Administrator	E	248	8.00	\$28.36	\$56,257	\$89,785
118	Professional Learning and Digital Communications Administrator	E	248	8.00	\$28.36	\$56,257	\$89,785
118	School Social Worker	E	220	8.00	\$28.36	\$49,909	\$79,644
118	School Psychologist	E	220	8.00	\$28.36	\$49,909	\$79,644
119	Assistant Principal, Elem/Middle	E	225	8.00	\$29.77	\$53,582	\$85,533
122	Assistant Principal, High School	E	225	8.00	\$34.47	\$62,044	\$99,004
123	Principal, Elementary	E	248	8.00	\$36.19	\$71,800	\$114,591
124	Principal, Middle	E	248	8.00	\$38.00	\$75,390	\$120,321
125	Principal, High	E	248	8.00	\$39.90	\$79,160	\$126,337

<b>Grade</b>	<b>Title</b>	<b>FLSA Status</b>	<b>Days Per Year</b>	<b>Daily Hours</b>	<b>Min. Hourly Rate</b>	<b>Min. Salary Range</b>	<b>Max. Salary Range</b>
125	Director of Accountability	E	248	8.00	\$39.90	\$79,160	\$126,337
125	Director of Student Services	E	248	8.00	\$39.90	\$79,160	\$126,337
126	Executive Director of Finance	E	248	8.00	\$41.89	\$83,118	\$132,654
130	Assistant Superintendent	E	248	8.00	\$50.92	\$101,029	\$161,242

*\*Assignment may be less than 210 days.*

## Bus Drivers and Assistants

Position	Pay Rate
Bus Dispatcher	Paid by the run, minimum of \$12.38 per run*
Bus Driver	Paid by the run, minimum of \$12.38 per run*
Bus Assistant	Paid by the run, minimum of \$12.38 per run*
Substitute Bus Driver	\$12.00 per run
Substitute Bus Assistant	\$12.00 per run

*\*Equates to a minimum pay rate of \$18.60 per hour.*

### Other Pay for Bus Drivers and Assistants

Description	Pay Rate
Field Trip	\$16.50 per hour
Field Trip, Long Distance	\$18.50 per hour
Trainer	\$12.50 per hour
Bus Driver in Training	\$12.00 per hour
Meetings	\$12.00 per hour
Bus Pickup, Local	\$25.00 per trip
Bus Pickup, Long Distance	\$35.00 per trip

## As Needed Positions

### Operational

<b>Position</b>	<b>Pay Rate</b>
Cafeteria Monitor	\$12.00 per hour
Technology Helper	\$12.00 per hour
Maintenance Helper	\$14.00 per hour

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### Instructional

<b>Position</b>	<b>Pay Rate</b>
SOL Remediation	\$25.00 per hour
Project Graduation	\$25.00 per hour
Homebound Teacher	\$25.00 per hour



## Substitutes

<b>Position</b>	<b>Pay Rate</b>
Substitute Teacher	\$115 per day
Substitute Teacher, Long Term	\$125 per day
Substitute Nurse	\$115 per day
Substitute Nurse, Long Term	\$125 per day
Substitute Paraprofessional	\$96 per day
Substitute Clerical	\$96 per day
Teacher Substituting During Planning Period, Secondary	\$25 per period

## Summer School

<b>Position</b>	<b>Pay Rate</b>
Teacher	\$37.00 per hour
Substitute Teacher	\$37.00 per hour
Paraprofessional	\$17.00 per hour
Substitute Paraprofessional	\$17.00 per hour
Nurse	\$37.00 per hour
School Counselor	\$37.00 per hour
Bus Driver	\$27.75 per run
Bus Assistant	\$27.75 per run

## School Supplement Schedule

<b>Position</b>	<b>Supplement</b>
Builders Club	\$539
Class Sponsor, Junior	\$1,088
Class Sponsor, Senior	\$1,088
Color Guard Assistant, High	\$1,230
Department Chair, High	\$1,088
Department Chair, Middle	\$539
Drama Sponsor, High	\$2,602
Drama Sponsor, Middle	\$539
Forensics Sponsor	\$1,088
International Partnerships	\$1,088
Intramural Director	\$1,740
Key Club Sponsor	\$1,088
Leadership Team	\$300
Model UN	\$1,740
National Honor Society	\$1,088
National Junior Honor Society	\$1,088
Newspaper Club	\$1,850
Odyssey of the Mind Sponsor, Elementary, Middle, High	\$300
Odyssey of the Mind Sponsor, Division Wide	\$717
Percussion Assistant	\$1,230
SCA Sponsor	\$1,088
Ecology Club (formally Scare Club)	\$539
Student to Student Sponsor	\$539
Twirler Assistant	\$1,230
Yearbook, Elementary	\$300
Yearbook, Middle	\$2,602
Yearbook, High	\$3,000

## Activity Supplement Schedule

<b>Position</b>	<b>Supplement</b>
Assistant Activities Director	\$2,602
Baseball, Varsity Head Coach	\$3,680
Baseball, Varsity Assistant Coach	\$2,702
Baseball, JV Head Coach	\$2,702
Basketball, Varsity Head Coach	\$3,680
Basketball, Varsity Assistant Coach	\$2,702
Basketball, JV Head Coach	\$2,702
Cheer, Fall Sideline, Varsity	\$1,750
Cheer, Fall Sideline, JV	\$1,500
Cheer, Competition, Varsity	\$2,000
Cheer, Winter Sideline, Varsity	\$1,750
Cheer, Winter Sideline, JV	\$1,500
Cross Country, Varsity Head Coach	\$2,802
Cross Country, Varsity Assistant Coach	\$1,840
Field Hockey, Varsity Head Coach	\$2,802
Field Hockey, Varsity Assistant Coach	\$1,840
Field Hockey, JV Head Coach	\$1,840
Football, Varsity Head Coach	\$5,337
Football, Assistant Coach	\$3,602
Football, Assistant Coach (part-time)	\$1,588
Football, JV Head Coach	\$3,602
Golf, Varsity Head Coach	\$2,802
Academic Challenge, Varsity Head Coach (formally Scholastic Bowl)	\$2,602
Academic Challenge, JV Head Coach (formally Scholastic Bowl)	\$1,740
Soccer, Varsity Head Coach	\$3,680
Soccer, Varsity Assistant Coach	\$2,702
Soccer, JV Head Coach	\$2,702
Softball, Varsity Head Coach	\$3,680
Softball, Varsity Assistant Coach	\$2,702
Softball, JV Head Coach	\$2,702



## Activity Supplement Schedule

*(Continued)*

<b>Position</b>	<b>Supplement</b>
Strength Coach, Fall	\$3,000
Strength Coach, Winter	\$3,000
Strength Coach, Spring	\$3,000
Swimming, Varsity Head Coach	\$2,802
Swimming, Varsity Assistant Coach	\$1,840
Tennis, Varsity Head Coach	\$2,802
Tennis, Varsity Assistant Coach	\$1,840
Track and Field, Spring, Varsity Head Coach	\$3,680
Track and Field, Spring, Varsity Assistant Coach	\$1,840
Track, Indoor Winter, Varsity Head Coach	\$2,802
Track, Indoor Winter, Varsity Assistant Coach	\$1,840
Volleyball, Varsity Head Coach	\$2,802
Volleyball, Varsity Assistant Coach	\$1,840
Volleyball, JV Head Coach	\$1,840
Wrestling, Varsity Head Coach	\$3,680
Wrestling, Varsity Assistant Coach	\$2,702
Wrestling, JV Head Coach	\$2,702