



Salary Schedules
2022 – 2023 School Year
Effective December 5, 2022

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**Position Titles in Alpha Order
Effective December 5, 2022**

POSITION TITLE	PAY GRADE
Accounts Payable Technician I	111
Accounts Payable Technician II	115
Administrative Assistant	118
Administrative Office Associate	112
Application Administrator	123
AS/400 Administrator	124
Assistant Principal I	128.1
Assistant Principal II	129.1
Assistant Principal III	130.1
Assistant Supervisor Transportation	118
Associate Benefits	113
Associate Director Advocacy and Outreach	131
Associate Director Exceptional Education	131
Associate Director Family and Community Engagement	131
Auditor	123
Automotive Mechanic Lead Technician	112
Automotive Mechanic Technician I	109
Automotive Mechanic Technician II	110
Automotive Mechanic Technician III	111
Automotive Parts Clerk	108
Automotive Service Worker	106
Benefits Associate	113
Board Certified Behavioral Analyst	125
Budget Analyst	123
Bus Monitor	107.1
Bus Operator	109.1
Care and Safety Associate	112
Carpenter	110
Chief Academic Officer	139
Chief Engagement Officer	139
Chief of Staff	139
Chief Operating Officer	139
Chief Student Wellness Officer	139
Chief Talent Officer	139
Child Care Lab Assistant	108.2

**Position Titles in Alpha Order
Effective December 5, 2022**

POSITION TITLE	PAY GRADE
Clerk School Board	129
Coordinator Bilingual/ELL Learners	125
Coordinator Center for Families in Transition	125
Coordinator Community Hub	125
Coordinator Community Partnerships	125
Coordinator Curriculum and Instruction	125
Coordinator Early Childhood Education	125
Coordinator Early Childhood Student Support and Intervention	125
Coordinator Early Head Start and Head Start Disabilities	125
Coordinator Exceptional Education	125
Coordinator Family and Community Engagement	125
Coordinator Gifted and Talented	125
Coordinator Homebound Placement	125
Coordinator Intensive Supports	125
Coordinator Language Justice	125
Coordinator Operations Quality Control – School Nutrition	121
Coordinator Professional Learning	125
Coordinator Purchase Card	125
Coordinator Risk Management	125
Coordinator School Health	125
Coordinator School Improvement	125
Coordinator Student Conduct	125
Coordinator Student Support Services	125
Coordinator Teacher Support and Retention	125
Coordinator Technology Asset Management	126
Coordinator Welcome Center and Family Advocacy	125
Crossing Guard	102
Custodial Maintenance Worker	107
Custodian I	105.1
Custodian II	108.1
Data Specialist	122
Data and Assessment Specialist	122
Data Records Technician	109
Delivery Driver/Utility	107
Desktop Technician	114

**Position Titles in Alpha Order
Effective December 5, 2022**

POSITION TITLE	PAY GRADE
Desktop Technician Team Lead	116
Director Academic Programs and Student Supports	133
Director Advocacy and Outreach	133
Director Army Instruction	125
Director Benefits and Compensation	133
Director Curriculum and Instruction	133
Director Early Childhood Education and School Readiness	133
Director Employee Relations and Organizational Effectiveness	133
Director Exceptional Education	133
Director Facility Services	133
Director Family and Community Engagement	133
Director Finance	133
Director Grants Compliance and Monitoring	133
Director Hospital Education	130
Director Procurement and Property Management	133
Director Pupil Transportation and Fleet Management	133
Director Safety and Security	133
Director School Construction	133
Director School Nutrition Services	133
Director Secondary Success Pathways	133
Director Strategic Planning	133
Director Student Services	133
Director Talent Acquisition	133
Director Technology Services	133
Early Intervention Assistant	108.2
Electrician	113
Electronic Maintenance Technician	116
Emergency Management/Training Coordinator	116
Energy Management Analyst	115
English Language Coach	122
Executive Director Finance and Budget	135
Executive Director Teaching and Learning	135
Executive Office Associate I	114
Executive Office Associate II	116
Facilities Planner	125

**Position Titles in Alpha Order
Effective December 5, 2022**

POSITION TITLE	PAY GRADE
Family and Student Support Specialist	119
Family Liaison	117
Family Resource Navigator	117
Family Service Advocate	113
Family Service Worker	110
Financial Analyst	123
Fiscal Associate I	111
Fiscal Associate II	115
Food Service Assistant	102
Foreperson Structural	116
Freshman Orientation Coach	122
Future Center Navigator	117
General Maintenance Groundskeeper	108
Grant Writer	119
Health Attendant	106
Health Specialist	116
Hearing Officer	130
Human Resources Associate	113
Human Resources Specialist	115
HVAC Technician I	113
HVAC Technician II	115
In School Supports Assistant	108.2
Instructional Assessment Analyst	121
Instructional Assistant	108.2
Lead Health and Family Services Specialist	118
Lead Instructor Adult Education	116
Lead Instructor GED	116
Licensed Practical Nurse	117.1
Maintenance Worker	108
Manager Accounts Payable	130
Manager Budget and Planning	130
Manager Business Applications	130
Manager Career and Technical Education	130
Manager College and Career Pathways	130
Manager Construction Procurement	130

**Position Titles in Alpha Order
Effective December 5, 2022**

POSITION TITLE	PAY GRADE
Manager Custodial Services	130
Manager Data Analytics	130
Manager Data and System Administration	130
Manager Early Childhood Education Family/Community Engagement	130
Manager Early Head Start/Head Start	130
Manager Employee Relations/Ombudsman	130
Manager Fleet Services	121
Manager General Ledger and Reporting	130
Manager Grants Monitoring and Compliance	130
Manager Human Resources	130
Manager Infrastructure	130
Manager Literacy	130
Manager Mathematics	130
Manager Payroll	130
Manager Procurement	130
Manager Recruiting	130
Manager School Improvement	130
Manager School Nutrition	115
Manager Service and Desktop Support	126
Manager Testing and Data	130
Manager Trauma Response Strategy	130
Mechanic Sheet Metal	115
Military Instructor	122
Military Property Custodian	122
Network Engineer	118
Night Security	114
Nurse Assistant	106
Office Associate I	104
Office Associate II	108
Office Associate III	109
Operations Assistant	116
Payroll Technician	115
Photographer/Videographer	118
Plumber	113
Positive Behavior Intervention Support Coach	116

**Position Titles in Alpha Order
Effective December 5, 2022**

POSITION TITLE	PAY GRADE
Principal Director	133
Principal I	131.1
Principal II	132.1
Principal III	133.1
Procurement Officer I	118
Procurement Officer II	120
Procurement Officer III	123
Program Coordinator VPI	125
Program Monitor Head Start	116
Program Manager Adult Education Capital Region	130
Project Manager Construction	130
Property Management Supervisor	116
Property Specialist	112
Radio Dispatcher	113
Recruiter	123
Registered Nurse	123.1
Safety Trainer	116
Security Supervisor – Administrative	116
Senior Account Technician	109
Senior Accountant	121
Senior Advisor Male Teachers of Color	133
Senior Behavioral Specialist	125
Senior Contracts Coordinator	125
Senior Coordinator Community Hub	126
Senior Data Technician	113
Senior Network Engineer	129
Senior Psychologist	125
Senior Related Services Provider	125
Senior School Board Auditor	125
Senior Social Worker	125
Senior Specialist COVID-19 Mitigation	123
Senior Specialist Human Resources	123
Senior Speech Language Pathologist	125
Senior Systems Analyst	125
Senior Systems Engineer	126

**Position Titles in Alpha Order
Effective December 5, 2022**

POSITION TITLE	PAY GRADE
Senior Telecommunications Technician	120
Service Desk Team Lead	116
Service Desk Technician	114
Specialist Academic Systems	123
Specialist COVID Supports	123
Specialist Culture, Climate and Student Services	123
Specialist Data and System Administration	123
Specialist Dropout Prevention and Graduation Support	123
Specialist Early Head Start	115
Specialist Engagement	123
Specialist Instructional	123
Specialist Intervention Systems	123
Specialist K12 Out of School Time	123
Specialist Labor Relations	123
Specialist Math Intervention	123
Specialist Multimedia Design	123
Specialist Newcomer Academy	123
Specialist Nurse	123
Specialist Nutrition Wellness Marketing/Special Programs	114
Specialist Outreach	123
Specialist Program Compliance	125
Specialist Quality Control	123
Specialist Reading Intervention	123
Specialist Regional Adult Education	123
Specialist Risk Management	122
Specialist Secondary Pathways	123
Specialist Secondary Success and Support	123
Specialist Strategic Planning	123
Specialist Student Services Transition	123
Specialist Trauma Response	123
Specialist Welcome Center	123
Specialist Work-based Learning and Testing	123
SQL Developer Analyst	118
Staff Accountant	119
Structural Technician II	113

**Position Titles in Alpha Order
Effective December 5, 2022**

POSITION TITLE	PAY GRADE
Student Intervention Liaison	118
Student Records Technician	113
Student Support Specialist	117
Superintendent	140
Supervisor Custodial Services	120
Supervisor Plumbing/HVAC/Electrical	121
Supervisor Pupil Transportation	121
Supervisor School Nutrition	121
Supervisor Structural	121
Systems Engineer – Security	126
Systems Programmer Analyst	124
Technology Asset Analyst I	121
Technology Asset Analyst II	123
Telecommunications Technician	116
Translator and Interpreter	118
Transportation Management Specialist	115
Transportation Router	113
Transportation Routing Planner	113
Transportation Scheduling and Planning Management Specialist	115
Zone Security Supervisor	116

**Position Titles by Grade
Effective December 5, 2022**

E = Exempt / N = Non-Exempt

GRADE	JOB TITLE	HOURS	DAYS	FLSA
102	Crossing Guard	4	183	N
	Food Service Assistant	4	191	N
	Food Service Assistant	5	191	N
	Food Service Assistant	6	191	N
	Food Service Assistant	7	191	N
104	Office Associate I	7	191	N
	Office Associate I	8	201	N
105.1	Custodian I	8	260	N
106	Automotive Service Worker	8	260	N
	Health Attendant	8	260	N
	Nurse Assistant	7	191	N
107	Custodial Maintenance Worker	8	260	N
	Delivery Driver/Utility	8	260	N
107.1	Bus Monitor	6	184	N
108	Automotive Parts Clerk	8	260	N
	General Maintenance Groundskeeper	8	260	N
	Maintenance Worker	8	260	N
	Office Associate II	8	201	N
	Office Associate II	8	216	N
	Office Associate II	8	260	N
108.1	Custodian II	8	260	N
108.2	Child Care Lab Assistant	8	191	N
	Early Intervention Assistant	7	191	N
	In School Supports Assistant	7	191	N
	Instructional Assistant	7	191	N
	Instructional Assistant	7	216	N
	Instructional Assistant	8	260	N
109	Automotive Mechanic Technician I	8	260	N
	Data Records Technician	8	260	N
	Office Associate III	8	201	N
	Office Associate III	8	216	N
	Office Associate III	8	260	N

Position Titles by Grade
Effective December 5, 2022

E = Exempt / N = Non-Exempt

GRADE	JOB TITLE	HOURS	DAYS	FLSA
109	Senior Account Technician	8	260	N
109.1	Bus Operator	6	184	N
	Bus Operator	7	184	N
	Bus Operator	8	184	N
110	Automotive Mechanic Technician II	8	260	N
	Carpenter	8	260	N
	Family Service Worker	8	260	N
111	Accounts Payable Technician I	8	260	N
	Automotive Mechanic Technician III	8	260	N
	Fiscal Associate I	8	260	N
112	Administrative Office Associate	8	201	N
	Administrative Office Associate	8	216	N
	Administrative Office Associate	8	260	N
	Automotive Mechanic Lead Technician	8	260	N
	Care and Safety Associate	8	201	N
	Property Specialist	8	260	N
113	Associate Benefits	8	260	N
	Electrician	8	260	N
	Family Service Advocate	7	191	N
	Human Resources Associate	8	260	N
	HVAC Technician I	8	260	N
	Plumber	8	260	N
	Radio Dispatcher	8	260	N
	Senior Data Technician	8	260	N
	Structural Technician II	8	260	N
	Student Records Technician	8	260	N
	Transportation Router	8	260	N
	Transportation Routing Planner	8	260	N
114	Desktop Technician	8	260	N
	Executive Office Associate I	8	260	N
	Night Security	8	260	N
	Service Desk Technician	8	260	N

Position Titles by Grade
Effective December 5, 2022

E = Exempt / N = Non-Exempt

GRADE	JOB TITLE	HOURS	DAYS	FLSA
114	Specialist Nutrition Wellness Marketing/Special Programs	8	260	N
115	Accounts Payable Technician II	8	260	N
	Energy Management Analyst	8	260	N
	Fiscal Associate II	8	260	N
	Human Resources Specialist	8	260	N
	HVAC Technician II	8	260	N
	Manager School Nutrition	8	201	N
	Mechanic Sheet Metal	8	260	N
	Payroll Technician	8	260	N
	Specialist Early Head Start	8	260	E
	Transportation Management Specialist	8	260	N
	Transportation Scheduling and Planning Management Specialist	8	260	N
116	Desktop Technician Team Lead	8	260	N
	Electronic Maintenance Technician	8	260	E
	Emergency Management/Training Coordinator	8	260	E
	Executive Office Associate II	8	260	N
	Foreperson Structural	8	260	E
	Health Specialist	8	260	E
	Lead Instructor Adult Education	8	216	E
	Lead Instructor GED	8	216	E
	Operations Assistant	8	260	N
	Positive Behavior Intervention Support Coach	8	216	N
	Program Monitor Head Start	8	216	N
	Property Management Supervisor	8	260	N
	Safety Trainer	8	260	E
	Security Supervisor – Administrative	8	260	N
	Service Desk Team Lead	8	260	N
	Telecommunications Technician	8	260	N
	Zone Security Supervisor	8	216	N
	Zone Security Supervisor	8	260	N
117	Family Liaison	8	260	N
	Family Resource Navigator	8	260	E

**Position Titles by Grade
Effective December 5, 2022**

E = Exempt / N = Non-Exempt

GRADE	JOB TITLE	HOURS	DAYS	FLSA
117	Future Center Navigator	8	216	E
	Student Support Specialist	8	201	N
117.1	Licensed Practical Nurse	7	201	E
	Licensed Practical Nurse	7	216	E
118	Administrative Assistant	8	260	E
	Assistant Supervisor Transportation	8	260	E
	Lead Health and Family Services Specialist	8	260	E
	Network Engineer	8	260	E
	Photographer/Videographer	8	260	E
	Procurement Officer I	8	260	E
	SQL Developer Analyst	8	260	E
	Student Intervention Liaison	8	260	E
	Translator and Interpreter	8	260	E
119	Family Student Support Specialist	8	260	E
	Grant Writer	8	260	E
	Staff Accountant	8	260	E
120	Procurement Officer II	8	260	E
	Senior Telecommunications Technician	8	260	E
	Supervisor Custodial Services	8	260	E
121	Coordinator Operations Quality Control – School Nutrition	8	260	E
	Instructional Assessment Analyst	8	260	E
	Manager Fleet Services	8	260	E
	Senior Accountant	8	260	E
	Supervisor Plumbing/HVAC/Electrical	8	260	E
	Supervisor Pupil Transportation	8	260	E
	Supervisor School Nutrition	8	260	E
	Supervisor Structural	8	260	E
	Technology Asset Analyst I	8	260	E
122	Data and Assessment Specialist	8	260	E
	Data Specialist	8	260	E
	English Language Coach	8	216	E
	Freshman Orientation Coach	8	201	E

**Position Titles by Grade
Effective December 5, 2022**

E = Exempt / N = Non-Exempt

GRADE	JOB TITLE	HOURS	DAYS	FLSA
122	Military Instructor	8	216	E
	Military Instructor	8	260	E
	Military Property Custodian	8	260	E
	Specialist Risk Management	8	260	E
123	Application Administrator	8	260	E
	Auditor	8	260	E
	Budget Analyst	8	260	E
	Financial Analyst	8	260	E
	Procurement Officer III	8	260	E
	Recruiter	8	260	E
	Senior Specialist COVID-19 Mitigation	8	260	E
	Senior Specialist Human Resources	8	260	E
	Specialist Academic Systems	8	260	E
	Specialist COVID Supports	8	260	E
	Specialist Culture, Climate and Student Services	8	260	E
	Specialist Data and System Administration	8	260	E
	Specialist Dropout Prevention and Graduation Support	8	260	E
	Specialist Engagement	8	260	E
	Specialist Instructional	8	260	E
	Specialist Intervention Systems	8	260	E
	Specialist K12 Out of School Time	8	260	E
	Specialist Labor Relations	8	260	E
	Specialist Math Intervention	8	260	E
	Specialist Multimedia Design	8	260	E
	Specialist Newcomer Academy	8	260	E
	Specialist Nurse	8	260	E
	Specialist Outreach	8	260	E
	Specialist Quality Control	8	260	E
	Specialist Reading Intervention	8	260	E
	Specialist Regional Adult Education	8	260	E
	Specialist Secondary Pathways	8	260	E

Position Titles by Grade
Effective December 5, 2022

E = Exempt / N = Non-Exempt

GRADE	JOB TITLE	HOURS	DAYS	FLSA
123	Specialist Secondary Success and Support	8	260	E
	Specialist Strategic Planning	8	260	E
	Specialist Student Services Transition	8	260	E
	Specialist Trauma Response	8	260	E
	Specialist Welcome Center	8	260	E
	Specialist Work-based Learning and Testing	8	260	E
	Technology Asset Analyst II	8	260	E
123.1	Registered Nurse	8	201	E
	Registered Nurse	8	216	E
124	AS/400 Administrator	8	260	E
	Systems Programmer Analyst	8	260	E
125	Board Certified Behavioral Analyst	8	260	E
	Coordinator Academic Response to Intervention	8	260	E
	Coordinator Bilingual/ELL Learners	8	260	E
	Coordinator Center for Families in Transition	8	260	E
	Coordinator Community Hub	8	260	E
	Coordinator Community Partnerships	8	260	E
	Coordinator Curriculum and Instruction	8	260	E
	Coordinator Early Childhood Education	8	260	E
	Coordinator Early Childhood Student Support and Intervention	8	260	E
	Coordinator Early Head Start and Head Start Disabilities	8	260	E
	Coordinator Exceptional Education	8	260	E
	Coordinator Family and Community Engagement	8	260	E
	Coordinator Gifted and Talented	8	260	E
	Coordinator Homebound Placement	8	260	E
	Coordinator Intensive Supports	8	260	E
	Coordinator Language Justice	8	260	E
	Coordinator Professional Learning	8	260	E
	Coordinator Purchase Card	8	260	E
	Coordinator Risk Management	8	260	E
	Coordinator School Health	8	260	E
	Coordinator School Improvement	8	260	E

**Position Titles by Grade
Effective December 5, 2022**

E = Exempt / N = Non-Exempt

GRADE	JOB TITLE	HOURS	DAYS	FLSA
125	Coordinator Student Conduct	8	260	E
	Coordinator Student Support Services	8	260	E
	Coordinator Teacher Support and Retention	8	260	E
	Coordinator Welcome Center and Family Advocacy	8	260	E
	Director Army Instruction	8	260	E
	Facilities Planner	8	260	E
	Program Coordinator VPI	8	260	E
	Senior Behavioral Specialist	8	260	E
	Senior Contracts Coordinator	8	260	E
	Senior Psychologist	8	260	E
	Senior Related Services Provider	8	260	E
	Senior School Board Auditor	8	260	E
	Senior Social Worker	8	260	E
	Senior Speech Language Pathologist	8	260	E
	Senior Systems Analyst	8	260	E
	Specialist Program Compliance	8	260	E
126	Coordinator Technology Asset Management	8	260	E
	Manager Service and Desktop Support	8	260	E
	Senior Coordinator Community Hub	8	260	E
	Senior Systems Engineer	8	260	E
	Systems Engineer –Security	8	260	E
128.1	Assistant Principal I*	8	260	E
129	Clerk School Board	8	260	E
	Senior Network Engineer	8	260	E
129.1	Assistant Principal II*	8	260	E
130	Director Hospital Education	8	260	E
	Hearing Officer	8	260	E
	Manager Accounts Payable	8	260	E
	Manager Budget and Planning	8	260	E
	Manager Business Applications	8	260	E
	Manager Career and Technical Education	8	260	E

*See page 19 for definitions.

Position Titles by Grade
Effective December 5, 2022

E = Exempt / N = Non-Exempt

GRADE	JOB TITLE	HOURS	DAYS	FLSA
130	Manager College and Career Pathways	8	260	E
	Manager Construction Procurement	8	260	E
	Manager Custodial Services	8	260	E
	Manager Data Analytics	8	260	E
	Manager Data and System Administration	8	260	E
	Manager Early Head Start/Head Start	8	260	E
	Manager Employee Relations/Ombudsman	8	260	E
	Manager General Ledger and Reporting	8	260	E
	Manager Grants Monitoring and Compliance	8	260	E
	Manager Human Resources	8	260	E
	Manager Infrastructure	8	260	E
	Manager Literacy	8	260	E
	Manager Mathematics	8	260	E
	Manager Payroll	8	260	E
	Manager Procurement	8	260	E
	Manager Recruiting	8	260	E
	Manager School Improvement	8	260	E
	Manager Testing and Data	8	260	E
	Manager Trauma Response Strategy	8	260	E
	Program Manager Adult Education Capital Region	8	260	E
	Project Manager Construction	8	260	E
130.1	Assistant Principal III*	8	260	E
131	Associate Director Advocacy and Outreach	8	260	E
	Associate Director Exceptional Education	8	260	E
	Associate Director Family and Community Engagement	8	260	E
131.1	Principal I*	8	260	E
132.1	Principal II*	8	260	E
133	Director Academic Programs and Supports	8	260	E
	Director Advocacy and Outreach	8	260	E
	Director Benefits and Compensation	8	260	E
	Director Curriculum and Instruction	8	260	E

*See page 19 for definitions.

Position Titles by Grade
Effective December 5, 2022

E = Exempt / N = Non-Exempt

GRADE	JOB TITLE	HOURS	DAYS	FLSA
133	Director Early Childhood Education and School Readiness	8	260	E
	Director Employee Relations and Organizational Effectiveness	8	260	E
	Director Exceptional Education	8	260	E
	Director Facility Services	8	260	E
	Director Family and Community Engagement	8	260	E
	Director Finance	8	260	E
	Director Grants Monitoring and Compliance	8	260	E
	Director Procurement and Property Management	8	260	E
	Director Pupil Transportation and Fleet Management	8	260	E
	Director Safety and Security	8	260	E
	Director School Construction	8	260	E
	Director School Nutrition Services	8	260	E
	Director Secondary Success Pathways	8	260	E
	Director Strategic Initiatives	8	260	E
	Director Strategic Planning	8	260	E
	Director Student Services	8	260	E
	Director Student Services	8	260	E
	Director Talent Acquisition	8	260	E
	Director Technology Services	8	260	E
	Principal Director	8	260	E
	Senior Advisor Male Teachers of Color	8	260	E
133.1	Principal III*	8	260	E
135	Executive Director Finance and Budget	8	260	E
	Executive Director Teaching and Learning	8	260	E
139	Chief Academic Officer	8	260	E
	Chief Engagement Officer	8	260	E
	Chief of Staff	8	260	E
	Chief Operating Officer	8	260	E
	Chief Student Wellness Officer	8	260	E
	Chief Talent Officer	8	260	E
140	Superintendent	8	260	E

*See page 19 for definitions.

Position Title Definitions
Effective December 5, 2022

Principal I Assistant Principal I	Elementary schools, preschools and schools with fall membership under 250*
Principal II Assistant Principal II	Middle schools, Open High and Richmond Community High
Principal III Assistant Principal III	High schools + K-12/6-12 schools + schools with multiple locations + schools with fall membership over 750*

*Fall membership is the primary consideration in determining principal
classification.

Positions Assigned to the Teacher Pay Schedule
8 Hours, FLSA = Exempt
Effective December 5, 2022

Academic Coordinator	Intervention Specialist
Academic Interventionist	Interventionist
Art Therapist	Lead Educational Diagnostician
Audiologist	Lead Psychologist
Behavioral Specialist	Lead Social Worker
Coach	Librarian Media Specialist
Coordinator International Baccalaureate Program	Occupational Therapist
CTE Academic Advisor	Physical Therapist
Curriculum Coach Head Start	Psychologist
Dean Academic Supports and School Culture	RAS REACH Program Teacher
Dean Administrative	School Counselor
Developmental Diagnostician	School Counselor Department Head
Educational Consultant	Social Worker
Educational Diagnostician	Specialist Child Development
Graduation Coach	Speech Language Pathologist
Instructional Coach	Teacher
Instructional Compliance Coordinator	Teacher Department Head
Instructional Technology Resource Teacher	Testing and Career Outreach Facilitator
Interpreter	Transition Mentor Teacher
Intensive Support Mentor Teacher	

Teacher Pay Schedule

Effective December 5, 2022

YEARS	GRADE	095	195	295	100	200	300	110	210	310	120	220	320
OF	LANE	B	M	M+30	B	M	M+30	B	M	M+30	B	M	M+30
EXPERIENCE	DAYS	200	200	200	210	210	210	230	230	230	260	260	260
0	Step 00	\$51,182	\$53,741	\$56,419	\$53,741	\$56,428	\$59,239	\$58,860	\$61,801	\$64,881	\$66,537	\$69,864	\$73,345
1	Step 01	\$51,782	\$54,371	\$57,077	\$54,371	\$57,090	\$59,931	\$59,550	\$62,526	\$65,639	\$67,317	\$70,682	\$74,199
2	Step 02	\$52,387	\$55,006	\$57,746	\$55,006	\$57,757	\$60,632	\$60,245	\$63,258	\$66,407	\$68,103	\$71,509	\$75,069
3	Step 03	\$53,000	\$55,650	\$58,423	\$55,651	\$58,433	\$61,344	\$60,950	\$63,996	\$67,186	\$68,900	\$72,346	\$75,950
4	Step 04	\$53,620	\$56,301	\$59,106	\$56,302	\$59,115	\$62,058	\$61,664	\$64,745	\$67,969	\$69,707	\$73,189	\$76,835
5	Step 05	\$54,248	\$56,959	\$59,798	\$56,960	\$59,807	\$62,787	\$62,386	\$65,503	\$68,768	\$70,522	\$74,046	\$77,736
6	Step 06	\$54,881	\$57,624	\$60,497	\$57,627	\$60,505	\$63,522	\$63,114	\$66,268	\$69,572	\$71,346	\$74,912	\$78,647
7	Step 07	\$55,525	\$58,301	\$61,205	\$58,301	\$61,215	\$64,264	\$63,854	\$67,046	\$70,384	\$72,182	\$75,789	\$79,566
8	Step 08	\$56,174	\$58,981	\$61,921	\$58,983	\$61,931	\$65,015	\$64,601	\$67,829	\$71,208	\$73,028	\$76,675	\$80,495
9	Step 09	\$56,831	\$59,673	\$62,645	\$59,673	\$62,656	\$65,777	\$65,356	\$68,624	\$72,041	\$73,880	\$77,574	\$81,437
10	Step 10	\$57,495	\$60,371	\$63,378	\$60,371	\$63,387	\$66,548	\$66,120	\$69,426	\$72,885	\$74,743	\$78,481	\$82,391
11	Step 11	\$58,169	\$61,076	\$64,120	\$61,075	\$64,131	\$67,326	\$66,893	\$70,238	\$73,737	\$75,619	\$79,401	\$83,354
12	Step 12	\$58,849	\$61,793	\$64,869	\$61,791	\$64,882	\$68,112	\$67,677	\$71,061	\$74,599	\$76,504	\$80,329	\$84,330
13	Step 13	\$59,538	\$62,515	\$65,628	\$62,515	\$65,641	\$68,908	\$68,468	\$71,891	\$75,473	\$77,400	\$81,269	\$85,318
14	Step 14	\$60,233	\$63,247	\$66,397	\$63,245	\$66,409	\$69,717	\$69,269	\$72,735	\$76,355	\$78,304	\$82,221	\$86,315
15	Step 15	\$60,940	\$63,985	\$67,174	\$63,987	\$67,185	\$70,533	\$70,081	\$73,583	\$77,251	\$79,223	\$83,180	\$87,325
16	Step 16	\$61,652	\$64,736	\$67,959	\$64,735	\$67,971	\$71,358	\$70,899	\$74,446	\$78,154	\$80,147	\$84,155	\$88,348
17	Step 17	\$62,374	\$65,492	\$68,753	\$65,493	\$68,768	\$72,192	\$71,730	\$75,317	\$79,065	\$81,086	\$85,140	\$89,378
18	Step 18	\$63,103	\$66,257	\$69,557	\$66,258	\$69,571	\$73,035	\$72,570	\$76,196	\$79,991	\$82,034	\$86,135	\$90,424
19	Step 19	\$63,842	\$67,032	\$70,373	\$67,033	\$70,384	\$73,893	\$73,419	\$77,088	\$80,929	\$82,995	\$87,143	\$91,485
20	Step 20	\$64,588	\$67,817	\$71,196	\$67,817	\$71,207	\$74,756	\$74,276	\$77,989	\$81,875	\$83,963	\$88,162	\$92,554
21	Step 21	\$65,345	\$68,612	\$72,028	\$68,611	\$72,042	\$75,628	\$75,145	\$78,904	\$82,832	\$84,947	\$89,195	\$93,636
22	Step 22	\$66,108	\$69,416	\$72,870	\$69,412	\$72,885	\$76,514	\$76,024	\$79,825	\$83,802	\$85,940	\$90,238	\$94,732
23	Step 23	\$66,883	\$70,225	\$73,726	\$70,226	\$73,736	\$77,410	\$76,915	\$80,759	\$84,783	\$86,947	\$91,292	\$95,843
24	Step 24	\$67,665	\$71,048	\$74,586	\$71,047	\$74,600	\$78,315	\$77,814	\$81,705	\$85,773	\$87,964	\$92,363	\$96,962
25	Step 25	\$68,458	\$71,880	\$75,458	\$71,880	\$75,474	\$79,233	\$78,726	\$82,662	\$86,777	\$88,996	\$93,444	\$98,097
26	Step 26	\$69,258	\$72,720	\$76,343	\$72,720	\$76,356	\$80,160	\$79,646	\$83,628	\$87,795	\$90,033	\$94,537	\$99,245
27	Step 27	\$70,069	\$73,571	\$77,235	\$73,572	\$77,250	\$81,098	\$80,579	\$84,606	\$88,822	\$91,089	\$95,641	\$100,406
28	Step 28	\$70,887	\$74,431	\$78,139	\$74,431	\$78,154	\$82,046	\$81,520	\$85,596	\$89,859	\$92,153	\$96,761	\$101,580
29	Step 29	\$71,716	\$75,302	\$79,053	\$75,302	\$79,067	\$83,007	\$82,473	\$86,598	\$90,912	\$93,231	\$97,893	\$102,770
30	Step 30	\$72,557	\$76,184	\$79,980	\$76,184	\$79,993	\$83,979	\$83,441	\$87,611	\$91,976	\$94,324	\$99,039	\$103,972
31	Step 31	\$73,404	\$77,074	\$80,912	\$77,074	\$80,928	\$84,959	\$84,415	\$88,636	\$93,050	\$95,426	\$100,197	\$105,187
32	Step 32	\$74,263	\$77,977	\$81,860	\$77,977	\$81,875	\$85,953	\$85,403	\$89,673	\$94,139	\$96,542	\$101,370	\$106,419
33	Step 33	\$75,132	\$78,888	\$82,818	\$78,888	\$82,833	\$86,958	\$86,401	\$90,722	\$95,240	\$97,671	\$102,555	\$107,662
34	Step 34	\$76,011	\$79,811	\$83,787	\$79,812	\$83,802	\$87,976	\$87,414	\$91,783	\$96,355	\$98,814	\$103,754	\$108,924
35	Step 35	\$76,901	\$80,745	\$84,767	\$80,747	\$84,782	\$89,005	\$88,436	\$92,857	\$97,481	\$99,973	\$104,969	\$110,198
36	Step 36	\$77,800	\$81,690	\$85,760	\$81,689	\$85,775	\$90,048	\$89,469	\$93,944	\$98,624	\$101,140	\$106,197	\$111,488
37	Step 37	\$78,710	\$82,647	\$86,763	\$82,647	\$86,778	\$91,100	\$90,517	\$95,043	\$99,776	\$102,324	\$107,440	\$112,791
38	Step 38	\$79,632	\$83,613	\$87,778	\$83,613	\$87,793	\$92,167	\$91,575	\$96,154	\$100,944	\$103,521	\$108,696	\$114,111
39	Step 39	\$80,563	\$84,593	\$88,805	\$84,592	\$88,822	\$93,246	\$92,648	\$97,281	\$102,126	\$104,731	\$109,970	\$115,446
40	Step 40	\$81,506	\$85,581	\$89,843	\$85,581	\$89,860	\$94,335	\$93,731	\$98,418	\$103,320	\$105,958	\$111,254	\$116,797
41	Step 41	\$82,460	\$86,583	\$90,895	\$86,584	\$90,911	\$95,440	\$94,829	\$99,569	\$104,531	\$107,200	\$112,557	\$118,164
42	Step 42	\$83,425	\$87,596	\$91,959	\$87,595	\$91,976	\$96,557	\$95,936	\$100,735	\$105,752	\$108,450	\$113,876	\$119,547
43	Step 43	\$84,400	\$88,621	\$93,034	\$88,621	\$93,052	\$97,686	\$97,061	\$101,914	\$106,990	\$109,722	\$115,208	\$120,944
44	Step 44	\$85,388	\$89,657	\$94,122	\$89,657	\$94,140	\$98,828	\$98,195	\$103,106	\$108,241	\$111,004	\$116,554	\$122,359
45	Step 45	\$86,387	\$90,705	\$95,223	\$90,706	\$95,240	\$99,986	\$99,346	\$104,311	\$109,509	\$112,303	\$117,916	\$123,792

Unified Pay Schedule Effective December 5, 2022

Pay Grade	Days	Hours	Steps																			
			0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	
			19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	
102	183	4	8,784 11,485	8,916 11,657	9,050 11,832	9,186 12,009	9,324 12,189	9,464 12,372	9,606 12,558	9,750 12,746	9,896 12,937	10,044 13,131	10,195 13,328	10,348 13,528	10,503 13,731	10,661 13,937	10,821 14,146	10,983 14,358	11,148 14,573	11,315 14,792	15,014	
	191	4	9,168 11,987	9,306 12,167	9,446 12,350	9,588 12,535	9,732 12,723	9,878 12,914	10,026 13,108	10,176 13,305	10,329 13,505	10,484 13,708	10,641 13,914	10,801 14,123	10,963 14,335	11,127 14,550	11,294 14,768	11,463 14,990	11,635 15,215	11,810 15,443	15,675	
	191	5	11,460 14,984	11,632 15,209	11,806 15,437	11,983 15,669	12,163 15,904	12,345 16,143	12,530 16,385	12,718 16,631	12,909 16,880	13,103 17,133	13,300 17,390	13,500 17,651	13,703 17,916	13,909 18,185	14,118 18,458	14,330 18,735	14,545 19,016	14,763 19,301	19,591	
	191	6	13,752 17,979	13,958 18,249	14,167 18,523	14,380 18,801	14,596 19,083	14,815 19,369	15,037 19,660	15,263 19,955	15,492 20,254	15,724 20,558	15,960 20,866	16,199 21,179	16,442 21,497	16,689 21,819	16,939 22,146	17,193 22,478	17,451 22,815	17,713 23,157	23,504	
	191	7	16,044 20,973	16,285 21,288	16,529 21,607	16,777 21,931	17,029 22,260	17,284 22,594	17,543 22,933	17,806 23,277	18,073 23,626	18,344 23,980	18,619 24,340	18,898 24,705	19,181 25,076	19,469 25,452	19,761 25,834	20,057 26,222	20,358 26,615	20,663 27,014	27,419	
	191	8	18,336 23,971	18,611 24,331	18,890 24,696	19,173 25,066	19,461 25,442	19,753 25,824	20,049 26,211	20,350 26,604	20,655 27,003	20,965 27,408	21,279 27,819	21,598 28,236	21,922 28,660	22,251 29,090	22,585 29,526	22,924 29,969	23,268 30,419	23,617 30,875	31,338	
104	191	7	16,564 21,655	16,813 21,981	17,066 22,311	17,323 22,646	17,583 22,986	17,847 23,331	18,115 23,682	18,387 24,038	18,663 24,399	18,944 24,766	19,229 25,138	19,518 25,516	19,811 25,900	20,109 26,289	20,411 26,684	20,718 27,085	21,029 27,492	21,345 27,905	28,201	
	201	8	19,922 26,044	20,221 26,435	20,523 26,831	20,832 27,234	21,144 27,643	21,461 28,058	21,783 28,478	22,110 28,905	22,443 29,339	22,778 29,779	23,119 30,225	23,466 30,679	23,819 31,140	24,176 31,607	24,540 32,081	24,908 32,562	25,281 33,051	25,659 33,546	33,918	
	260	8	25,769 33,690	26,157 34,195	26,547 34,708	26,946 35,229	27,351 35,757	27,761 36,293	28,178 36,838	28,600 37,389	29,028 37,951	29,464 38,520	29,907 39,098	30,354 39,686	30,812 40,280	31,272 40,883	31,740 41,497	32,218 42,120	32,700 42,752	33,161 43,393	43,872	
105	191	7	17,386 22,731	17,647 23,070	17,912 23,416	18,181 23,767	18,454 24,124	18,731 24,486	19,012 24,853	19,297 25,226	19,586 25,604	19,880 25,988	20,178 26,378	20,481 26,774	20,788 27,176	21,100 27,584	21,417 27,998	21,738 28,418	22,064 28,844	22,395 29,277	29,611	
	201	8	20,910 27,336	21,224 27,746	21,543 28,163	21,863 28,584	22,193 29,014	22,526 29,449	22,864 29,890	23,207 30,339	23,554 30,793	23,906 31,255	24,267 31,725	24,630 32,200	24,998 32,684	25,375 33,173	25,755 33,670	26,142 34,176	26,535 34,689	26,931 35,210	35,613	
	260	8	27,046 35,360	27,453 35,891	27,865 36,428	28,284 36,975	28,706 37,529	29,136 38,094	29,574 38,664	30,018 39,245	30,467 39,833	30,927 40,429	31,390 41,035	31,860 41,651	32,338 42,276	32,824 42,910	33,315 43,555	33,815 44,208	34,321 44,872	34,837 45,545	46,067	
105.1	260	8	27,159 33,878	27,477 34,274	28,124 34,675	28,454 35,081	28,787 35,492	29,124 35,907	29,464 36,327	29,810 36,751	30,158 37,182	30,510 37,616	30,867 38,057	31,228 38,502	31,593 38,953	31,964 39,410	32,338 39,870	32,717 40,336	33,099 40,808	33,487 41,285	41,769	

Unified Pay Schedule Effective December 5, 2022

Pay Grade	Days	Hours	Steps																			
			0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	
			19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	
106	191	7		18,253 23,864	18,528 24,221	18,805 24,585	19,087 24,954	19,373 25,327	19,665 25,706	19,959 26,093	20,258 26,485	20,562 26,882	20,871 27,285	21,183 27,695	21,502 28,110	21,824 28,532	22,151 28,959	22,484 29,394	22,821 29,835	23,164 30,282	23,511 30,736	31,198
	260	8		28,397 37,125	28,824 37,681	29,255 38,246	29,694 38,821	30,139 39,402	30,593 39,993	31,051 40,594	31,516 41,203	31,989 41,820	32,469 42,449	32,956 43,085	33,450 43,731	33,952 44,387	34,462 45,053	34,979 45,728	35,503 46,416	36,035 47,110	36,577 47,817	48,534
107	260	8		29,819 38,983	30,267 39,569	30,720 40,161	31,181 40,764	31,650 41,375	32,123 41,997	32,606 42,626	33,095 43,265	33,592 43,915	34,095 44,574	34,606 45,242	35,125 45,922	35,652 46,611	36,187 47,309	36,730 48,020	37,280 48,740	37,841 49,470	38,407 50,212	50,792
	107.1	184	6	18,085 22,557	18,297 22,822	18,513 23,088	18,729 23,359	19,170 23,631	19,394 23,907	19,619 24,189	19,849 24,471	20,081 24,757	20,316 25,047	20,554 25,340	20,794 25,636	21,037 25,935	21,284 26,240	21,531 26,545	21,783 26,856	22,038 27,171	22,296 27,487	27,809
	184	7	21,100 26,316	21,347 26,626	21,597 26,936	21,849 27,252	22,106 27,570	22,363 27,893	22,625 28,220	22,890 28,550	23,157 28,882	23,429 29,222	23,702 29,563	23,980 29,908	24,259 30,258	24,544 30,612	24,830 30,971	25,120 31,332	25,414 31,698	25,711 31,968	26,014 32,069	32,444
	184	8	24,113 30,075	24,396 30,429	24,681 30,784	24,971 31,145	25,263 31,508	25,558 31,877	25,857 32,251	26,160 32,628	26,465 33,009	26,775 33,394	27,088 33,787	27,405 34,182	27,725 34,581	28,050 34,984	28,378 35,394	28,709 35,808	29,046 36,227	29,384 36,652	29,729 37,080	
108	201	8		24,209 31,649	24,571 32,123	24,941 32,605	25,313 33,094	25,694 33,591	26,079 34,094	26,471 34,606	26,866 35,124	27,270 35,651	27,680 36,186	28,094 36,729	28,516 37,279	28,943 37,839	29,379 38,406	29,818 38,982	30,266 39,568	30,720 40,160	31,180 40,763	41,221
	216	8		26,016 34,010	26,404 34,520	26,801 35,037	27,202 35,565	27,612 36,096	28,025 36,638	28,446 37,188	28,872 37,745	29,306 38,313	29,744 38,887	30,190 39,471	30,644 40,062	31,103 40,663	31,570 41,273	32,044 41,892	32,525 42,520	33,013 43,158	33,508 43,806	44,300
	260	8		31,315 40,938	31,784 41,552	32,261 42,176	32,744 42,807	33,237 43,450	33,734 44,101	34,241 44,765	34,754 45,435	35,276 46,116	35,803 46,808	36,342 47,509	36,887 48,222	37,441 48,946	38,001 49,681	38,571 50,425	39,150 51,182	39,736 51,950	40,336 52,729	53,323
108.1	260	8	33,226	33,614 41,447	34,008 41,932	34,406 42,423	34,810 42,920	35,216 43,421	35,629 43,930	36,047 44,444	36,468 44,963	36,894 45,490	37,325 46,022	37,763 46,560	38,205 47,105	38,652 47,656	39,104 48,213	39,561 48,777	40,025 49,348	40,493 49,924	40,967 50,509	51,099
108.2	191	7	21,690	21,944 27,057	22,200 27,374	22,460 27,694	22,722 28,018	22,989 28,346	23,258 28,679	23,531 29,014	23,806 29,353	24,085 29,697	24,367 30,044	24,653 30,395	24,942 30,751	25,234 31,112	25,529 31,476	25,827 31,844	26,129 32,218	26,435 32,595	26,745 32,977	33,363
	216	7	24,528	24,815 30,596	25,104 30,954	25,400 31,316	25,697 31,683	25,997 32,053	26,301 32,429	26,609 32,808	26,921 33,193	27,235 33,581	27,554 33,973	27,876 34,371	28,203 34,774	28,533 35,180	28,868 35,592	29,205 36,009	29,547 36,431	29,892 36,856	30,242 37,288	37,723

Unified Pay Schedule Effective December 5, 2022

Pay Grade	Days	Hours	Steps																			
			0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	
				19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37
108.2	260	8	33,743	34,138	34,537	34,941	35,350	35,763	36,182	36,604	37,032	37,466	37,904	38,348	38,796	39,251	39,711	40,175	40,646	41,122	41,603	
				42,090	42,582	43,080	43,584	44,095	44,610	45,133	45,661	46,195	46,736	47,284	47,837	48,398	48,964	49,537	50,117	50,702	51,297	51,897
109	201	8		25,419	25,801	26,187	26,581	26,979	27,384	27,795	28,211	28,635	29,064	29,500	29,944	30,391	30,847	31,312	31,780	32,257	32,740	
				33,233	33,731	34,237	34,751	35,270	35,800	36,337	36,882	37,435	37,996	38,567	39,146	39,732	40,328	40,933	41,546	42,171	42,802	43,292
	216	8		27,316	27,726	28,142	28,563	28,994	29,427	29,870	30,317	30,771	31,233	31,702	32,177	32,659	33,150	33,646	34,151	34,664	35,184	
				35,712	36,247	36,791	37,343	37,903	38,472	39,048	39,634	40,229	40,832	41,445	42,067	42,697	43,338	43,988	44,647	45,318	45,997	46,520
	260	8		32,881	33,374	33,874	34,382	34,898	35,422	35,953	36,493	37,040	37,596	38,160	38,731	39,314	39,903	40,500	41,108	41,726	42,352	
				42,986	43,631	44,285	44,951	45,625	46,309	47,003	47,708	48,424	49,149	49,887	50,636	51,395	52,166	52,949	53,743	54,549	55,368	55,999
109.1	184	6	25,392	25,689	25,990	26,294	26,602	26,913	27,228	27,547	27,869	28,195	28,525	28,859	29,197	29,539	29,885	30,235	30,589	30,947	31,309	
				31,675	32,046	32,421	32,800	33,184	33,572	33,965	34,362	34,764	35,171	35,583	35,999	36,420	36,846	37,277	37,713	38,154	38,600	39,052
	184	7	29,624	29,971	30,322	30,677	31,036	31,399	31,766	32,138	32,514	32,894	33,279	33,668	34,062	34,461	34,864	35,272	35,685	36,103	36,525	
				36,952	37,384	37,821	38,264	38,712	39,165	39,623	40,087	40,556	41,031	41,511	41,997	42,488	42,985	43,488	43,997	44,512	45,033	45,560
	184	8	33,856	34,252	34,653	35,058	35,468	35,883	36,303	36,728	37,158	37,593	38,033	38,478	38,928	39,383	39,844	40,310	40,782	41,259	41,742	
				42,230	42,724	43,224	43,730	44,242	44,760	45,284	45,814	46,350	46,892	47,441	47,996	48,558	49,126	49,701	50,283	50,871	51,466	52,068
110	260	8		34,520	35,037	35,565	36,096	36,638	37,188	37,745	38,313	38,887	39,471	40,062	40,663	41,272	41,892	42,520	43,158	43,805	44,461	
				45,130	45,806	46,494	47,191	47,899	48,617	49,347	50,086	50,838	51,600	52,375	53,162	53,957	54,767	55,589	56,423	57,268	58,128	58,795
111	260	8		36,255	36,799	37,351	37,911	38,480	39,057	39,645	40,238	40,841	41,455	42,077	42,708	43,348	43,998	44,659	45,327	46,008	46,698	
				47,398	48,108	48,831	49,564	50,307	51,062	51,828	52,605	53,394	54,195	55,007	55,833	56,670	57,521	58,385	59,259	60,148	61,051	61,735
112	201	8		29,426	29,869	30,316	30,770	31,231	31,701	32,176	32,658	33,149	33,645	34,150	34,663	35,182	35,711	36,245	36,790	37,341	37,901	
				38,471	39,047	39,632	40,227	40,830	41,442	42,065	42,695	43,336	43,986	44,645	45,316	45,995	46,685	47,384	48,096	48,818	49,548	50,112
	216	8		31,622	32,095	32,578	33,067	33,563	34,066	34,577	35,096	35,622	36,157	36,699	37,248	37,807	38,374	38,950	39,536	40,129	40,730	
				41,342	41,961	42,590	43,229	43,878	44,535	45,205	45,882	46,571	47,269	47,979	48,698	49,428	50,170	50,923	51,686	52,460	53,248	53,851
	260	8		38,064	38,635	39,214	39,802	40,400	41,005	41,621	42,245	42,878	43,521	44,174	44,837	45,509	46,193	46,886	47,588	48,302	49,027	
				49,762	50,509	51,266	52,035	52,815	53,608	54,412	55,228	56,056	56,897	57,751	58,617	59,496	60,389	61,294	62,215	63,147	64,094	64,822

Unified Pay Schedule

Effective December 5, 2022

Pay Grade	Days	Hours	Steps																			
			0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	37
			19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36		
113	191	7	25,691 33,587	26,077 34,090	26,467 34,602	26,864 35,120	27,266 35,648	27,677 36,183	28,092 36,726	28,513 37,276	28,941 37,836	29,376 38,403	29,816 38,979	30,262 39,563	30,717 40,157	31,177 40,760	31,646 41,371	32,120 41,992	32,601 42,621	33,091 43,260	43,742	
	191	8	29,368 38,385	29,802 38,961	30,248 39,545	30,703 40,138	31,163 40,741	31,629 41,352	32,106 41,972	32,586 42,602	33,075 43,240	33,571 43,889	34,075 44,547	34,585 45,216	35,105 45,893	35,631 46,582	36,166 47,280	36,708 47,989	37,260 48,710	37,819 49,439	49,992	
	201	8	30,898 40,396	31,362 41,000	31,832 41,616	32,310 42,240	32,796 42,873	33,287 43,516	33,786 44,169	34,292 44,833	34,808 45,504	35,329 46,185	35,860 46,879	36,397 47,583	36,942 48,297	37,497 49,021	38,059 49,756	38,631 50,503	39,210 51,260	39,798 52,029	52,609	
	216	7	29,054 37,984	29,490 38,553	29,931 39,130	30,381 39,718	30,835 40,313	31,298 40,919	31,769 41,533	32,244 42,154	32,729 42,789	33,219 43,430	33,717 44,081	34,225 44,742	34,737 45,413	35,258 46,095	35,787 46,786	36,325 47,487	36,868 48,200	37,421 48,923	49,468	
	216	8	33,204 43,409	33,703 44,060	34,208 44,722	34,721 45,393	35,241 46,072	35,770 46,764	36,307 47,466	36,851 48,176	37,405 48,900	37,965 49,634	38,535 50,377	39,113 51,133	39,699 51,900	40,296 52,679	40,901 53,469	41,514 54,271	42,137 55,085	42,767 55,911	56,535	
	260	8	39,968 52,251	40,568 53,036	41,176 53,830	41,793 54,640	42,421 55,457	43,057 56,289	43,702 57,135	44,357 57,992	45,024 58,861	45,700 59,743	46,385 60,640	47,081 61,550	47,787 62,473	48,503 63,411	49,231 64,361	49,968 65,327	50,719 66,306	51,478 67,301	68,053	
114	191	8	30,831 40,306	31,293 40,911	31,764 41,524	32,239 42,147	32,723 42,781	33,214 43,421	33,711 44,074	34,216 44,734	34,731 45,404	35,252 46,087	35,782 46,778	36,316 47,480	36,862 48,191	37,415 48,915	37,976 49,647	38,546 50,394	39,123 51,148	39,712 51,915	52,490	
	201	8	32,445 42,416	32,932 43,052	33,426 43,698	33,927 44,353	34,436 45,018	34,953 45,693	35,477 46,378	36,009 47,074	36,549 47,780	37,097 48,497	37,653 49,224	38,218 49,962	38,791 50,711	39,373 51,472	39,964 52,244	40,563 53,028	41,171 53,823	41,789 54,630	55,449	
	260	8	41,969 54,868	42,599 55,691	43,237 56,526	43,886 57,374	44,545 58,235	45,213 59,109	45,891 59,995	46,578 60,895	47,276 61,809	47,986 62,734	48,706 63,675	49,436 64,631	50,180 65,601	50,931 66,585	51,695 67,583	52,470 68,598	53,258 69,624	54,056 70,670	71,450	
115	191	8	32,372 42,320	32,858 42,956	33,351 43,599	33,851 44,253	34,358 44,917	34,873 45,592	35,398 46,276	35,928 46,970	36,467 47,673	37,014 48,389	37,568 49,114	38,132 49,852	38,705 50,600	39,285 51,359	39,874 52,128	40,473 52,911	41,080 53,705	41,696 54,510	55,109	
	201	8	34,066 44,536	34,578 45,206	35,096 45,883	35,623 46,571	36,158 47,269	36,699 47,979	37,250 48,699	37,808 49,428	38,376 50,171	38,950 50,923	39,536 51,687	40,129 52,461	40,730 53,248	41,343 54,047	41,962 54,858	42,591 55,682	43,230 56,516	43,880 57,364	58,225	
	260	8	44,065 57,608	44,728 58,473	45,398 59,350	46,078 60,241	46,770 61,145	47,472 62,062	48,185 62,992	48,907 63,938	49,641 64,896	50,384 65,870	51,140 66,858	51,908 67,860	52,685 68,880	53,477 69,912	54,279 70,961	55,094 72,026	55,919 73,105	56,758 74,201	75,018	
116	216	7	33,628 43,964	34,132 44,622	34,644 45,291	35,162 45,970	35,691 46,660	36,226 47,360	36,770 48,070	37,321 48,791	37,881 49,524	38,449 50,265	39,026 51,020	39,611 51,785	40,206 52,562	40,808 53,351	41,421 54,151	42,041 54,962	42,673 55,787	43,313 56,624	57,266	
	216	8	38,432 50,244	39,008 50,996	39,592 51,761	40,188 52,538	40,789 53,325	41,402 54,124	42,023 54,938	42,652 55,761	43,293 56,597	43,941 57,448	44,602 58,309	45,270 59,184	45,949 60,071	46,639 60,971	47,337 61,887	48,048 62,815	48,769 63,757	49,499 64,714	65,447	

Unified Pay Schedule Effective December 5, 2022

Pay Grade	Days	Hours	Steps																			
			0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	37
			19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36		
116	260	8	46,260	46,953	47,657	48,372	49,098	49,835	50,583	51,342	52,112	52,893	53,687	54,492	55,309	56,138	56,980	57,835	58,702	59,583		
			60,477	61,385	62,305	63,240	64,190	65,150	66,128	67,120	68,127	69,150	70,185	71,239	72,307	73,393	74,493	75,609	76,745	77,896	78,778	
117	191	8	35,683	36,219	36,763	37,314	37,874	38,441	39,017	39,604	40,196	40,800	41,412	42,033	42,662	43,303	43,952	44,613	45,281	45,961		
			46,650	47,349	48,060	48,780	49,512	50,255	51,010	51,774	52,551	53,339	54,139	54,951	55,776	56,612	57,461	58,323	59,198	60,085	60,758	
	201	7	32,858	33,351	33,851	34,358	34,874	35,398	35,928	36,468	37,014	37,569	38,133	38,705	39,285	39,875	40,473	41,080	41,697	42,320		
			42,957	43,599	44,253	44,918	45,593	46,277	46,970	47,674	48,389	49,115	49,852	50,600	51,359	52,128	52,911	53,705	54,510	55,329	55,947	
	201	8	37,551	38,114	38,685	39,267	39,856	40,452	41,059	41,677	42,301	42,936	43,580	44,233	44,896	45,570	46,255	46,948	47,652	48,367		
			49,093	49,829	50,576	51,335	52,105	52,886	53,679	54,486	55,302	56,132	56,973	57,828	58,696	59,576	60,470	61,378	62,298	63,232	63,940	
	216	7	35,308	35,839	36,376	36,922	37,476	38,038	38,609	39,189	39,775	40,373	40,978	41,593	42,216	42,851	43,492	44,145	44,807	45,481		
			46,161	46,854	47,557	48,270	48,994	49,729	50,475	51,233	52,000	52,781	53,571	54,376	55,191	56,020	56,860	57,712	58,578	59,457	60,122	
	216	8	40,354	40,958	41,574	42,197	42,831	43,472	44,124	44,787	45,458	46,140	46,832	47,536	48,248	48,971	49,706	50,453	51,207	51,976		
			52,755	53,547	54,350	55,166	55,992	56,833	57,686	58,551	59,429	60,321	61,226	62,144	63,077	64,022	64,983	65,957	66,947	67,951	65,439	
	260	8	48,574	49,303	50,041	50,793	51,555	52,329	53,112	53,908	54,719	55,539	56,371	57,218	58,076	58,947	59,832	60,729	61,639	62,565		
			63,503	64,455	65,421	66,403	67,401	68,410	69,437	70,478	71,535	72,608	73,697	74,803	75,926	77,064	78,220	79,392	80,583	81,793	82,709	
117.1	201	7	34,721	35,127	35,538	35,954	36,374	36,800	37,231	37,667	38,108	38,553	39,004	39,460	39,922	40,388	40,862	41,341	41,823	42,313	42,807	
			43,308	43,814	44,329	44,847	45,373	45,902	46,439	46,982	47,534	48,089	48,652	49,220	49,796	50,378	50,968	51,564	52,168	52,778	53,396	
	216	7	37,313	37,750	38,191	38,638	39,089	39,547	40,009	40,478	40,951	41,431	41,915	42,405	42,902	43,404	43,912	44,426	44,945	45,471	46,003	
			46,541	47,086	47,636	48,194	48,758	49,328	49,905	50,489	51,080	51,678	52,283	52,894	53,513	54,139	54,772	55,414	56,062	56,718	57,381	
118	260	8	51,009	51,773	52,551	53,339	54,139	54,951	55,775	56,611	57,461	58,322	59,197	60,085	60,987	61,901	62,830	63,773	64,730	65,700		
			66,687	67,686	68,702	69,731	70,777	71,839	72,917	74,010	75,120	76,247	77,391	78,552	79,731	80,927	82,140	83,373	84,622	85,893	86,854	
119	260	8	53,541	54,343	55,158	55,985	56,824	57,678	58,543	59,421	60,311	61,216	62,137	63,066	64,013	64,972	65,947	66,938	67,942	68,960		
			69,995	71,045	72,110	73,192	74,290	75,405	76,536	77,683	78,849	80,031	81,232	82,450	83,686	84,942	86,217	87,510	88,822	90,155	91,194	
120	260	8	56,240	57,082	57,939	58,808	59,690	60,586	61,495	62,417	63,354	64,304	65,267	66,248	67,240	68,249	69,274	70,312	71,367	72,437		
			73,523	74,627	75,746	76,883	78,036	79,206	80,395	81,601	82,826	84,067	85,328	86,607	87,907	89,226	90,564	91,923	93,301	94,701	95,750	

Unified Pay Schedule Effective December 5, 2022

Pay Grade	Days	Hours	Steps																			
			0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	37
			19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36		
121	216	8	49,044 64,118	49,782 65,080	50,528 66,057	51,286 67,048	52,055 68,054	52,836 69,074	53,629 70,111	54,433 71,162	55,250 72,231	56,079 73,313	56,919 74,412	57,772 75,528	58,639 76,663	59,518 77,811	60,412 78,979	61,318 80,163	62,237 81,366	63,170 82,587	83,530	
	260	8	59,036 77,180	59,920 78,337	60,820 79,513	61,732 80,706	62,658 81,916	63,599 83,143	64,552 84,392	65,520 85,658	66,504 86,943	67,500 88,247	68,514 89,571	69,542 90,913	70,585 92,277	71,644 93,662	72,718 95,067	73,809 96,493	74,915 97,941	76,040 99,410	100,547	
122	201	8	47,933 62,663	48,652 63,602	49,380 64,557	50,121 65,525	50,873 66,508	51,635 67,506	52,411 68,518	53,197 69,546	53,995 70,589	54,805 71,648	55,627 72,722	56,462 73,814	57,308 74,920	58,169 76,044	59,040 77,184	59,925 78,343	60,824 79,520	61,737 80,710	81,921	
	216	8	51,509 67,340	52,281 68,350	53,065 69,375	53,862 70,415	54,668 71,471	55,489 72,542	56,321 73,631	57,166 74,736	58,024 75,856	58,895 76,995	59,778 78,149	60,674 79,321	61,585 80,512	62,508 81,720	63,445 82,946	64,398 84,189	65,364 85,451	66,344 86,734	87,716	
	260	8	62,001 81,056	62,932 82,272	63,876 83,507	64,832 84,759	65,805 86,030	66,794 87,321	67,795 88,631	68,813 89,960	69,843 91,309	70,891 92,679	71,955 94,070	73,034 95,481	74,129 96,912	75,242 98,366	76,370 99,841	77,515 101,340	78,677 102,859	79,859 104,403	105,585	
123	260	8	65,085 85,091	66,063 86,367	67,054 87,662	68,060 88,976	69,080 90,312	70,116 91,666	71,168 93,042	72,236 94,437	73,319 95,855	74,419 97,292	75,534 98,749	76,669 100,231	77,820 101,735	78,985 103,260	80,172 104,810	81,373 106,383	82,594 107,979	83,832 109,598	110,863	
123.1	201	8	53,870 67,194	54,500 67,981	55,138 68,776	56,435 69,581	57,096 70,394	57,764 71,218	58,441 72,051	59,123 72,895	59,815 73,748	60,516 74,611	61,223 75,483	61,940 76,367	62,664 77,260	63,398 78,163	64,139 79,079	64,889 80,003	65,649 80,939	66,417 81,886	82,845	
	216	7	50,654 63,183	51,247 63,922	51,846 64,670	52,454 65,427	53,067 66,192	53,688 66,967	54,315 67,749	54,952 68,543	55,594 69,344	56,245 70,156	56,903 70,976	57,568 71,806	58,242 72,647	58,923 73,497	59,613 74,357	60,311 75,226	61,017 76,106	61,730 76,997	77,898	
	216	8	57,891 72,209	58,568 73,054	59,253 73,908	59,947 74,773	60,648 75,648	61,357 76,533	62,075 77,428	62,802 78,334	63,537 79,251	64,280 80,178	65,032 81,116	65,792 82,065	66,563 83,026	67,341 83,997	68,129 84,980	68,926 85,973	69,733 86,979	70,548 87,996	89,026	
124	260	8	68,340 89,345	69,367 90,685	70,406 92,045	71,463 93,427	72,534 94,827	73,623 96,249	74,727 97,693	75,848 99,160	76,987 100,647	78,141 102,156	79,312 103,689	80,504 105,244	81,709 106,822	82,936 108,425	84,180 110,052	85,442 111,702	86,724 113,378	88,025 115,077	116,384	
125	216	8	59,619 77,943	60,514 79,112	61,422 80,298	62,342 81,503	63,277 82,725	64,227 83,966	65,190 85,225	66,168 86,504	67,161 87,802	68,168 89,119	69,190 90,455	70,228 91,813	71,281 93,191	72,351 94,587	73,436 96,008	74,537 97,446	75,657 98,909	76,791 100,393	101,536	
	260	8	71,764 93,821	72,841 95,227	73,933 96,655	75,042 98,105	76,168 99,577	77,310 101,071	78,471 102,587	79,647 104,125	80,841 105,687	82,055 107,273	83,285 108,882	84,534 110,516	85,802 112,174	87,089 113,855	88,396 115,563	89,723 117,298	91,067 119,056	92,434 120,842	122,218	

Unified Pay Schedule Effective December 5, 2022

Pay Grade	Days	Hours	Steps																			
			0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	
			19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	
126	260	8		75,355 98,516	76,486 99,994	77,635 101,493	78,799 103,017	79,981 104,561	81,180 106,129	82,399 107,721	83,633 109,338	84,887 110,977	86,161 112,642	87,455 114,331	88,765 116,047	90,096 117,788	91,449 119,555	92,821 121,347	94,212 123,168	95,627 125,016	97,060 126,890	128,316
128	260	8		83,069 108,599	84,316 110,229	85,581 111,883	86,865 113,561	88,169 115,264	89,489 116,993	90,832 118,748	92,194 120,528	93,578 122,338	94,982 124,172	96,406 126,036	97,852 127,927	99,320 129,845	100,809 131,792	102,321 133,769	103,857 135,776	105,414 137,814	106,996 139,879	141,480
128.1	260	8	83,074	84,046 103,622	85,030 104,835	86,024 106,062	87,031 107,302	88,050 108,557	89,081 109,828	90,124 111,112	91,178 112,412	92,245 113,728	93,324 115,058	94,416 116,404	95,521 117,766	96,638 119,144	97,768 120,538	98,912 121,948	100,069 123,374	101,240 124,818	102,424 126,278	127,756
129	260	8		87,240 114,053	88,548 115,764	89,876 117,498	91,226 119,262	92,593 121,051	93,982 122,867	95,391 124,710	96,823 126,581	98,276 128,479	99,749 130,406	101,245 132,363	102,765 134,349	104,305 136,362	105,869 138,408	107,458 140,485	109,071 142,591	110,707 144,731	112,367 146,902	148,541
129.1	260	8	87,236	88,257 108,815	89,290 110,088	90,335 111,376	91,391 112,680	92,461 113,997	93,542 115,331	94,637 116,681	95,744 118,046	96,865 119,427	97,998 120,825	99,144 122,238	100,304 123,667	101,478 125,115	102,666 126,579	103,867 128,059	105,083 129,557	106,313 131,074	107,557 132,607	134,159
130	260	8		91,604 119,757	92,978 121,553	94,373 123,377	95,787 125,226	97,225 127,105	98,682 129,011	100,163 130,947	101,665 132,911	103,191 134,905	104,738 136,928	106,309 138,983	107,903 141,068	109,523 143,184	111,167 145,331	112,833 147,511	114,526 149,724	116,244 151,971	117,986 154,250	155,991
130.1	260	8	91,601	92,673 114,257	93,758 115,593	94,854 116,947	95,964 118,315	97,086 119,699	98,222 121,100	99,371 122,517	100,534 123,949	101,710 125,400	102,900 126,867	104,104 128,351	105,322 129,854	106,554 131,373	107,800 132,910	109,061 134,465	110,338 136,039	111,630 137,631	112,936 139,241	140,870
131	260	8		96,159 125,712	97,602 127,598	99,066 129,513	100,551 131,455	102,060 133,427	103,591 135,429	105,145 137,460	106,722 139,522	108,323 141,615	109,948 143,739	111,597 145,894	113,272 148,085	114,970 150,304	116,695 152,560	118,444 154,847	120,222 157,171	122,025 159,528	123,856 161,922	163,777
131.1	260	8	101,378	102,564 126,452	103,763 127,930	104,978 129,427	106,206 130,941	107,449 132,474	108,705 134,024	109,978 135,591	111,263 137,177	112,565 138,783	113,883 140,407	115,215 142,048	116,563 143,711	117,927 145,392	119,306 147,093	120,702 148,814	122,114 150,555	123,543 152,317	124,988 154,100	155,903
132	260	8		100,981 132,015	102,495 133,996	104,033 136,007	105,592 138,047	107,177 140,117	108,784 142,218	110,416 144,351	112,073 146,517	113,753 148,715	115,460 150,946	117,193 153,210	118,951 155,508	120,734 157,841	122,546 160,209	124,383 162,611	126,249 165,050	128,143 167,525	130,065 170,040	171,973

Unified Pay Schedule Effective December 5, 2022

Pay Grade	Days	Hours	Steps																			
			0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	37
			19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36		
132.1	260	8	111,515	112,820 139,097	114,139 140,724	115,476 142,371	116,827 144,036	118,194 145,722	119,576 147,427	120,976 149,151	122,391 150,898	123,823 152,663	125,271 154,448	126,738 156,256	128,221 158,084	129,720 159,933	131,237 161,805	132,774 163,698	134,327 165,613	135,899 167,552	137,489 169,511	171,494
133	260	8		106,019 138,603	107,609 140,681	109,223 142,792	110,861 144,934	112,524 147,108	114,213 149,314	115,926 151,555	117,664 153,828	119,429 156,135	121,221 158,477	123,040 160,854	124,884 163,267	126,758 165,715	128,660 168,203	130,590 170,725	132,549 173,286	134,535 175,886	136,555 178,524	180,555
133.1	260	8	122,667	124,103 153,007	125,554 154,798	127,024 156,609	128,510 158,442	130,012 160,294	131,535 162,169	133,073 164,068	134,630 165,986	136,204 167,929	137,798 169,893	139,412 171,881	141,042 173,893	142,693 175,926	144,361 177,984	146,051 180,068	147,760 182,174	149,489 184,307	151,238 186,462	188,644
135	260	8		116,889 152,816	118,645 155,108	120,423 157,435	122,231 159,796	124,063 162,194	125,924 164,627	127,812 167,095	129,731 169,602	131,676 172,145	133,651 174,728	135,656 177,349	137,690 180,010	139,757 182,709	141,853 185,449	143,981 188,231	146,141 191,055	148,332 193,921	150,557 196,831	199,068
136	260	8		122,748 160,473	124,590 162,881	126,459 165,324	128,355 167,805	130,281 170,322	132,234 172,876	134,218 175,469	136,232 178,100	138,276 180,773	140,350 183,485	142,455 186,236	144,591 189,030	146,761 191,865	148,961 194,744	151,196 197,665	153,464 200,629	155,766 203,639	158,102 206,694	209,025
137	260	8		128,872 168,479	130,805 171,006	132,766 173,571	134,758 176,175	136,779 178,816	138,831 181,500	140,914 184,221	143,026 186,985	145,173 189,791	147,351 192,637	149,561 195,527	151,804 198,459	154,081 201,437	156,391 204,458	158,738 207,524	161,118 210,638	163,535 213,798	165,988 217,005	219,486
139	260	8		142,081 185,749	144,213 188,535	146,376 191,363	148,572 194,234	150,800 197,147	153,062 200,104	155,359 203,106	157,688 206,154	160,055 209,245	162,454 212,384	164,892 215,569	167,365 218,802	169,875 222,084	172,424 225,417	175,010 228,797	177,635 232,230	180,299 235,715	183,003 239,249	241,977
140	260	8		149,193 195,045	151,430 197,971	153,703 200,942	156,008 203,956	158,347 207,014	160,724 210,121	163,133 213,272	165,581 216,472	168,064 219,718	170,586 223,013	173,145 226,359	175,742 229,753	178,378 233,201	181,054 236,698	183,770 240,248	186,526 243,853	189,323 247,510	192,163 251,223	254,080

Supplemental Pay Schedule Effective December 5, 2022

SUPPLEMENT / DUTY	AMOUNT	ADDITIONAL INFORMATION
Academic Architect	\$1,000	
Additional Responsibilities / Supervisory / Administrative	5%	
Additional Teaching Period (Semester or year- long class)	\$25	Daily rate per class.
Administrative Dean	5%	
Advance I Certificate	\$288	For positions where certificate is not required.
Advance II Certificate	\$360	For positions where certificate is not required.
Advance III Certificate	\$432	For positions where certificate is not required.
Associate Degree	\$216	For positions where degree is not required.
Attendance Bonus	\$50	For bus operators and monitors with perfect attendance each pay period.
Attendance/Engagement Summer Specialist	\$1,500	
Bachelor's Degree	\$504	For positions where degree is not required.
Band Director	11%	
Basic Certificate	\$144	For positions where certificate is not required.
Bus Operator Recruitment Incentive	\$3,500	Newly hired bus operators with CDL; paid in three installments.
Bus Operator Trainer	\$800 per session	For Bus Operator trainers who complete full training session.
CDL Incentive	\$1,500	For full time employees who obtain CDL; driving commitment required; paid in one installment.
Certified Nurse Aide Program Coordinator	5%	
Critical Shortage Area Signing Bonus – Teacher with 2+ Years of Experience	\$4,000	For newly hired teachers with at least 2 years of experience in secondary math, secondary science, secondary ELA (English), world language, special education, elementary, career and technical education, health and physical education, early childhood special education, ESL, reading specialist, school social work, school counseling, military instruction or library media. Two year commitment required. The first installment of \$2,000 paid after 90 days of employment. Second installment of \$2,000 paid after June 30, 2023. If employee voluntarily leaves during first year of employment, all \$4,000 must be repaid. If employee leaves during second year of employment, \$2,000 must be repaid.

\$ Annual supplement; % Based on annual salary

Supplemental Pay Schedule Effective December 5, 2022

SUPPLEMENT / DUTY	AMOUNT	ADDITIONAL INFORMATION
Critical Shortage Area Signing Bonus – New Teacher	\$2,000	For newly hired teachers with endorsement in secondary math, secondary science, secondary ELA (English), world language, special education, elementary, career and technical education, health and physical education, early childhood special education, ESL, reading specialist, school social work, school counseling, military instruction or library media. Two year commitment required. The first installment of \$1,000 paid after 90 days of employment. Second installment of \$1,000 paid after June 30, 2023. If employee voluntarily leaves during first year of employment, all \$2,000 must be repaid. If employee leaves during second year of employment, \$1,000 must be repaid.
Crossing Guard	\$2,000	
Department Chair – High	5%	
Doctorate Degree	\$1,200	For positions where degree is not required.
Engagement Summer Initiative	\$900	
Finance Officer I	\$1,000	Elementary schools, preschools, Amelia Street and RCEEA; paid in four installments.
	\$1,500	Elementary schools with fall membership over 600; paid in four installments.
Finance Officer II	\$2,500	Middle schools, Open High, Richmond Community High and Franklin Military Academy; paid in four installments.
	\$3,000	Middle schools with fall membership over 600; paid in four installments.
Finance Officer III	\$4,000	High schools; paid in four installments.
	\$4,500	High Schools with fall membership over 800; paid in four installments.
Instructional Assistant	\$35 per day	For Instructional Assistants who cover for absent teachers when substitute teachers are not secured. Not to exceed five consecutive days.
Instructional Lead	\$500	
Lead Security Specialist	\$960	
Mandt Lead Instructor	\$500	
Master's Degree	\$576	For positions where degree is not required.
Middle/Secondary Enrollment: 1 – 9% (151 – 164 Students) Over the VDOE Threshold	\$500	Per semester for middle and high school teachers per Administrative Code 8VAC20-131-240.
Middle/Secondary Enrollment: 10%+ (165+ Students) Over the VDOE Threshold	\$750	Per semester for middle and high school teachers per Administrative Code 8VAC20-131-240.

\$ Annual supplement; % Based on annual salary

**Supplemental Pay Schedule
Effective December 5, 2022**

SUPPLEMENT / DUTY	AMOUNT	ADDITIONAL INFORMATION
Moving Stipend	\$6,000	For teachers who relocate from at least 50 miles away. Proof of relocation required. Stipend paid after employment begins. If employee voluntarily leaves during first year of employment, all \$6,000 must be repaid. If employee leaves during second year of employment, \$3,000 must be repaid.
National Board Certification	5%	For staff who achieve and maintain the National Board Certification. Must qualify under VDOE regulations.
Night Differential	\$1,248	
Occupational Therapist	10%	
Personal Care Support	\$2,000	For staff who provide 1:1 support to include personal care; required in IEP.
Physical Therapist	10%	
Principal of Distinction	\$5,000	For Principals who possess the licensure endorsement governed by VDOE.
School Nutrition Manager of 2 Schools	10%	
School Nutrition Manager of 3 Schools	15%	
Special Needs Bus Operator	\$500	
Speech Pathologist	10%	
Student Activities Director – High	13%	
Student Activities Director – Middle	10%	
Third Party DMV Tester	5%	
Web Master	\$1,000	

\$ Annual supplement; % Based on annual salary

Substitute Rate Schedule
Effective December 5, 2022

JOB TITLE	HOURLY RATE	HOURS PER DAY	DAILY RATE
Attendance Helper	\$12.00	7	\$84.00
Bus Monitor	\$12.50	6	\$75.00
Bus Operator	\$21.00	4	\$168.00
Clerical	\$12.00	8	\$96.00
Counselor	\$33.10	8	\$264.80
Custodian	\$12.00	8	\$96.00
Instructional Assistant	\$12.60	7	\$88.20
Instructional Assistant Long-Term	\$15.00	7	\$105.00
Librarian Long-Term	\$32.30	8	\$258.40
LPN	\$24.28	7	\$169.96
Nurse Assistant	\$19.00	7	\$133.00
RN	\$28.75	8	\$230.00
Security	\$12.00	8	\$96.00
Security Long-Term	\$14.35	8	\$114.80
Security Night	\$20.00	8	\$160.00
Teacher Daily – Tuesdays, Wednesdays and Thursdays	\$15.00	8	\$120.00
Teacher Daily – Mondays and Fridays	\$17.50	8	\$140.00
Teacher with 60 Work Day Commitment to RPS	\$20.00	8	\$160.00
Teacher Long-Term and/or Annual	\$28.13	8	\$225.04

**Temporary Rate Schedule
Effective December 5, 2022**

JOB TITLE	HOURLY RATE
Academic Coach	\$21.00
After School Activities Bus Driver	\$21.00
Aftercare Counselor	\$15.00
Algebra Readiness Administrator	\$30.00
Before and After School	\$21.00 – Teachers
	\$15.00 – Instructional Assistants
	\$12.00 – Clerical
Bilingual Parent Resource Liaison	\$21.00
Bus Driver Training (New)	\$22.00
Career and Technical Education Finance Officer – RTC (Night)	\$12.00
Career and Technical Education Office Associate – RTC (Night)	\$12.00
Career and Technical Education Teacher – RTC (Day or Night)	\$29.55
Career Coach Richmond Teacher Residency	\$25.00
COE	\$12.00
Coordinator of Student Conduct	\$30.55
Data Coordinator – 21 st Century	\$21.00
Driver Range Instructor	\$25.00
Floating PreK Staff Support	\$15.00
Food Service Manager in Training	\$20.00
Food Service Worker	\$15.00
Foreign Language Temp	\$30.00
Free/Reduced Lunch Application	\$12.00
GED Adult Education Enrollment/Data Coordinator	\$30.55
GED Data Clerical	\$12.00
GED Data Tech	\$12.00
GED Instructional Assistant	\$25.00
GED Instructor	\$30.55
GED Test Examiner	\$18.00
General Tutor: Algebra Readiness, Early Intervention, LIEP Extended Day, Extended Day, Extended Day Saturday, Extended Day Twilight, Project Graduation, SOL, Title I	\$30.00 – Teachers
	\$15.00 – Instructional Assistants
Homebound Teacher	\$22.00
Individual Student Alternative Ed Plan Coordinator – Youth GED	\$30.55

**Temporary Rate Schedule
Effective December 5, 2022**

JOB TITLE	HOURLY RATE
IEP Summer Support	\$25.00
Instructional Resource Designer	\$28.00
Instructor ABE/GED – Goochland	\$28.00
Interim Appointment	Minimum of interim pay grade
Intern	\$12.00
Internal Facilitator – School Improvement	\$40.00
Instructional Coach	\$21.00
Job Coach	\$17.00
Language Instruction Educational Programs Instructional Assistant	\$13.00
Language Instruction Educational Programs Instructor for Adults	\$30.55
Language Instruction Educational Programs Parent Facilitator	\$21.00
Lunch Monitor	\$12.00
Lunch Supervision – Teachers	\$21.00
Mental Health Institute Attendee (Outside of Contract)	\$40.00
Nurse Summer Enrollment Support (RN/LPN)	\$22.00
Parent Facilitator	\$21.00
Per Class Hourly Teacher	\$31.20
Preschool Aftercare Program Coordinator	\$40.00
Preschool Aftercare Site Coordinator	\$20.00
Project Facilitator – Trainer for AP Classes	\$40.00
Reach Academy Teacher – Tier 1	\$50.00
Reach Academy Teacher – Tier 2	\$35.00
Reading Coach – R3	\$23.00
Richmond Eagles Medford Basketball League Coach	\$21.00
Richmond Regional Instructional Career Counselor	\$30.55
School Application Review Support	\$22.00
Site Coordinator – 21 st Century	\$35.00
Site Facilitator – 21 st Century	\$35.00
Security – 21 st Century	\$17.00
Summer Child Find, Evaluation, IEP Development for Early Childhood Special Education	\$40.00
Summer Developmental Screening Process for Newly Enrolled Preschoolers	\$15.00

Temporary Rate Schedule
Effective December 5, 2022

Teacher/Tutor – 21 st Century	\$30.00
Temporary	Salary contingent upon assignment
Temporary Administrator – Assistant Principal	\$40.00
Temporary Administrator – Principal	\$50.00
Temporary Clerical	\$12.00
Temporary Custodian	\$15.00
Temporary Information Technology	\$12.00
Temporary Instructional Specialist	\$40.00
Temporary Care and Safety Associate	\$17.00
Temporary Speech Pathologist	\$30.00
Textbook Manager	\$30.00
Virtual Tutoring Initiative Teacher – Tier 1	\$50.00
Translator/Interpreter	\$35.00
Virtual Tutoring Initiative Teacher – Tier 2	\$35.00
VGLA Scorer	\$18.00

Summer School Rate Schedule
Effective December 5, 2022

JOB TITLE	HOURLY RATE
Administrative Intern	\$40.00
Bus Monitor	Time and ½ : Hourly Rate x 1.5
Bus Operator	Time and ½ : Hourly Rate x 1.5
Care and Safety Associate	Time and ½ : Hourly Rate x 1.5
Instructional Assistant	Time and ½ : Hourly Rate x 1.5
Instructional Assistant (Certified Teacher)	\$25.00
Librarian Media Specialist	\$40.00
Licensed Practical Nurse	\$35.00
Nurse Assistant	Time and ½ : Hourly Rate x 1.5
Registered Nurse	\$40.00
School Counselor	\$40.00
School Nutrition Assistant	Time and ½ : Hourly Rate x 1.5
School Nutrition Manager	Time and ½ : Hourly Rate x 1.5
Substitute Clerical	\$12.00
Substitute Care and Safety Associate	\$12.00
Substitute Instructional Assistant	Time and ½ : Hourly Rate x 1.5
Substitute Teacher	\$40.00
Teacher	\$40.00
Testing Coordinator	\$40.00

**Athletic Supplement Schedule
Effective December 5, 2022**

High School

POSITION	0 - 5 YEARS EXPERIENCE	6+ YEARS EXPERIENCE
Baseball Head Coach	\$1,900	\$2,600
Baseball Assistant Coach	\$1,400	\$1,800
Basketball Head Coach	\$2,800	\$3,500
Basketball Assistant Coach	\$1,600	\$2,200
Cheerleading Head Coach – Per Season	\$1,100	\$1,300
Cheerleading Assistant Coach – Per Season	\$1,000	\$1,100
Cross Country Head Coach	\$1,600	\$2,200
Cross Country Assistant Coach	\$1,200	\$1,500
Field Hockey Head Coach	\$1,600	\$2,200
Field Hockey Assistant Coach	\$1,200	\$1,600
Football Head Coach	\$3,300	\$4,100
Football Assistant Coach	\$1,800	\$2,400
Golf Head Coach	\$1,400	\$1,600
Golf Assistant Coach	\$800	\$1,000
Indoor Track Head Coach	\$1,800	\$2,200
Indoor Track Assistant Coach	\$1,200	\$1,500
Outdoor Track Head Coach	\$1,600	\$2,200
Outdoor Track Assistant Coach	\$1,200	\$1,600
Soccer Head Coach	\$1,800	\$2,400
Soccer Assistant Coach	\$1,200	\$1,600
Swimming Head Coach	\$1,200	\$1,600
Swimming Assistant Coach	\$800	\$1,000
Tennis Head Coach	\$1,600	\$2,200
Tennis Assistant Coach	\$1,200	\$1,600
Volleyball Head Coach	\$1,600	\$2,200
Volleyball Assistant Coach	\$1,200	\$1,600
Wrestling Head Coach	\$1,600	\$2,200
Wrestling Assistant Coach	\$1,200	\$1,600

**Athletic Supplement Schedule
Effective December 5, 2022**

Middle School

POSITION	SEASON	AMOUNT
Activity Coordinator	Year Round	\$1,200
Baseball Head Coach	Spring	\$500
Baseball Assistant*	Spring	\$350
Basketball Head Coach – Boys	Winter	\$1,100
Basketball Assistant – Boys*	Winter	\$600
Basketball Head Coach – Girls	Fall	\$1,100
Basketball Assistant – Girls*	Fall	\$600
Cheerleading Coach	Fall, Winter	\$1,000
Flag Football Coach	Spring	\$500
Soccer Head Coach	Fall	\$650
Soccer Assistant	Fall	\$575
Tennis Coach	Spring	\$500
Track and Field Coach	Fall, Spring	\$825

*Supplement paid by school

Academic/Extracurricular Supplement Schedule
Effective December 5, 2022

High School

POSITION	0 - 5 YEARS EXPERIENCE	6+ YEARS EXPERIENCE
SCA	\$1,000	\$1,200
Magazine	\$900	\$1,200
Trainer (ATC Certification per Person)	—	\$2,000
Academic Team	\$800	\$1,000
Newspaper	\$1,000	\$1,300
Majorettes	\$900	\$1,100
Flag Persons	\$900	\$1,100
Dramatics	\$800	\$1,000
Forensics	\$800	\$1,000
National Honor Society	—	\$600
Approved Clubs	—	\$600
Other Activities As Needed	—	\$600
Yearbook Head	\$1,200	\$1,500
Yearbook Assistant	\$800	\$1,000
Senior Class Sponsor	—	\$1,000
Junior Class Sponsor	—	\$500
Sophomore Class Sponsor	—	\$400
Freshman Class Sponsor	—	\$300

	NUMBER OF STUDENTS	
Lockers	1 – 600	\$500
	601 – 1,200	\$800
	1,201 +	\$1,000
Textbooks	1 – 600	\$500
	601 – 1,200	\$800
	1,201 +	\$1,000

**Academic/Extracurricular Supplement Schedule
Effective December 5, 2022**

Alternative High School

POSITION	AMOUNT
SCA	\$500
Yearbook	\$700
Dramatics	\$600
Forensics	\$600
Senior Class	\$500
Honor Society	\$500
Clubs	\$200
Textbooks	\$250
Lockers	\$250
Magazine	\$500
Newspaper	\$500

Middle School

POSITION	AMOUNT
Approved Clubs	\$300
Service Assignments	\$300

Elementary School

POSITION	AMOUNT
Approved Clubs	\$300
Service Assignments	\$300

Based on individual school needs, additional coaches and sponsors can be added at the discretion of the principal and athletic director. If it is deemed necessary to appoint additional coaches or sponsors, supplemental salary cannot exceed the allotted amount approved by the School Board.

Contract Schedule Effective December 5, 2022

Teacher

CONTRACT LENGTH	PAYCHECKS	CONTRACT DATES	PAY START DATE	PAY END DATE
260 Days	24	7/1/2022 – 6/30/2023	July 15, 2022	June 30, 2023
230 Days	24	8/1/2022 – 6/30/2023	August 15, 2022	July 31, 2023
210 Days	24	8/15/2022 – 6/16/2023	August 31, 2022	August 15, 2023
200 Days	24	8/22/2022 – 6/9/2023	September 15, 2022	August 31, 2023

Support

CONTRACT LENGTH	PAYCHECKS	CONTRACT DATES	PAY START DATE	PAY END DATE
260 Days	24	7/1/2022 – 6/30/2023	July 15, 2022	June 30, 2023
216 Days	24	8/1/2022 – 6/30/2023	August 15, 2022	July 31, 2023
201 Days	24	8/15/2022 – 6/16/2023*	August 31, 2022	August 15, 2023
191 Days	24	8/22/2022 – 6/9/2023*	September 15, 2022	August 31, 2023
191 Days	20	8/22/2022 – 6/9/2023*	September 15, 2022	June 30, 2023
183 Days	24	8/25/2022 – 6/9/2023*	September 15, 2022	August 31, 2023

*Additional two (2) days off for 201, 191 and 183 Day Employees:

1. 11/8/2022 – Professional Learning and Caregiver/Teacher Conference Day
2. 3/10/2022 – Professional Learning and Caregiver/Teacher Conference Day

Patrick Henry

CONTRACT LENGTH	PAYCHECKS	CONTRACT DATES	PAY START DATE	PAY END DATE
Teacher – 230 Days	24	7/11/2022 – 6/23/2023	July 31, 2022	July 15, 2023
Teacher – 210 Days	24	7/18/2022 – 6/23/2023	August 15, 2022	July 31, 2023
Teacher – 200 Days	24	7/25/2022 – 6/16/2023	August 15, 2022	July 31, 2023
Support – 201 Days	24	7/18/2022 – 6/23/2023	August 15, 2022	July 31, 2023
Support – 191 Days	24	7/25/2022 – 6/16/2023	August 15, 2022	July 31, 2023

Transportation

CONTRACT LENGTH	PAYCHECKS	CONTRACT DATES	PAY START DATE	PAY END DATE
Bus Operators and Monitors 184 Days	24	8/24/2022 – 6/9/2023	September 15, 2022	August 31, 2023
Bus Operators and Monitors 184 Days	20	8/24/2022 – 6/9/2023	September 15, 2022	June 30, 2023



A Publication of Richmond Public Schools
Richmond, Virginia

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