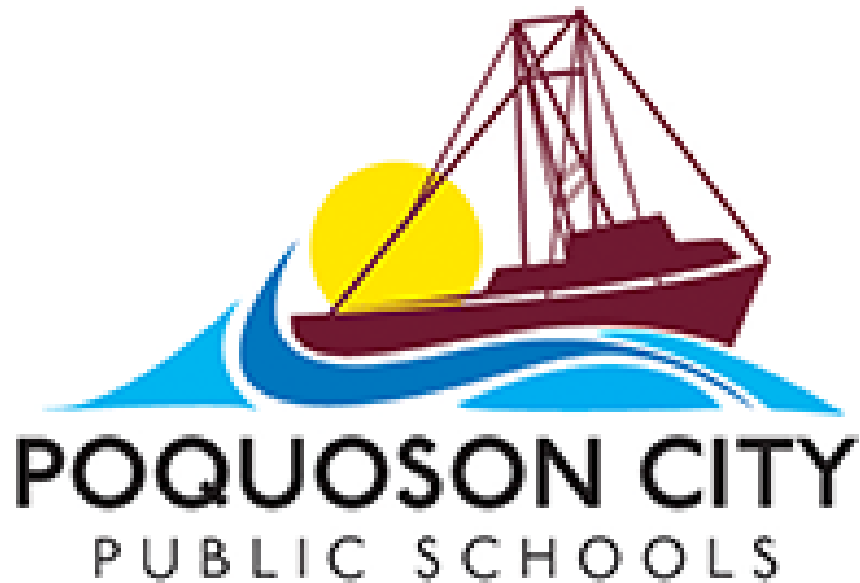


Poquoson City Public Schools



PAY PLAN

Fiscal Year 2024-2025

School Board Approved: March 19, 2024

School Board Amended: June 18, 2024

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	\$47,650
1	\$48,812
2	\$50,463
3	\$51,435
4	\$52,433
5	\$53,147
6	\$53,861
7	\$54,522
8	\$54,941
9	\$55,647
10	\$56,478
11	\$57,014
12	\$57,263
13	\$57,453
14	\$58,057
15	\$58,921
16	\$59,577
17	\$59,577
18	\$59,577
19	\$61,366
20	\$62,288
21	\$62,288
22	\$62,288
23	\$62,876
24	\$63,510
25	\$63,877
26	\$64,306
27	\$65,722
28	\$67,036
29	\$68,376
30	\$69,396

Supplements:

Master's Degree	\$2,725
18 Hours	\$1,893
Advanced Certificate	\$1,368
Doctoral Degree	\$2,725
Certificate of Clinical Competence – Speech Language Pathologist	\$1,000
National Certified School Psychologist	\$1,750

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

Guidelines for Extra Days

Position	Number of Extra Days *
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

Position	Supplement
Band Director, High School	\$4,000
Band Director, Middle School	\$2,750
Chorus Director, High School	\$4,000
Chorus Director, Middle School	\$2,750
Athletic Director, High School	\$4,000
Nurse Coordinator	\$1,200
School Counseling Director, High School	\$3,500
School Counseling Director, Middle School	\$3,500
Teacher – Additional Class Period	\$5,000

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	\$15.00	\$25,200	\$40,320
102	Paraprofessional	N	187	7.25	\$15.00	\$20,336	\$32,538
102	Maintenance Helper	N	248	8.00	\$15.00	\$29,760	\$47,616
105	Secretary, Secondary	N	248	8.00	\$15.79	\$31,325	\$49,994
105	Secretary/Bookkeeper, Elem	N	248	8.00	\$15.79	\$31,325	\$49,994
106	Bookkeeper, Secondary	N	248	8.00	\$16.58	\$32,891	\$52,495
107	Administrative Assistant	N	248	8.00	\$17.41	\$34,537	\$55,120
108	Nurse, Licensed Practical	N	192	7.50	\$18.27	\$26,314	\$42,006
110	General Maintenance Trade	N	248	8.00	\$20.15	\$39,979	63.809
110	IT Technician	N	248	8.00	\$20.15	\$39,979	63.809
110	Operations Specialist	N	248	8.00	\$20.15	\$39,979	63.809
110	Administrative Specialist	N	248	8.00	\$20.15	\$39,979	63.809
114	Network Specialist	N	248	8.00	\$24.49	\$48,596	\$77,559
114	Nurse, Registered Nurse	E	192	7.50	\$24.49	\$35,271	\$56,291
116	Payroll Coordinator	E	248	8.00	\$27.00	\$53,577	\$85,509
116	Human Resources Coordinator	E	248	8.00	\$27.00	\$53,577	\$85,509
116	Finance Coordinator	E	248	8.00	\$27.00	\$53,577	\$85,509
116	Behavior Analyst Coordinator	E	248	8.00	\$27.00	\$53,577	\$85,509
117	Network Administrator	E	248	8.00	\$28.35	\$56,256	\$89,774
117	Instructional Technology and Data Administrator	E	248	8.00	\$28.35	\$56,256	\$89,774
118	Maintenance Supervisor	E	248	8.00	\$29.77	\$59,069	\$94,273
118	Systems Administrator	E	248	8.00	\$29.77	\$59,069	\$94,273
118	Professional Learning and Digital Communications Administrator	E	248	8.00	\$29.77	\$59,069	\$94,273
118	School Social Worker	E	220	8.00	\$29.77	\$52,403	\$83,625
118	School Psychologist	E	220	8.00	\$29.77	\$52,403	\$83,625
119	Assistant Principal, Elem/Middle	E	225	8.00	\$31.26	\$56,260	\$89,809
122	Assistant Principal, High School	E	225	8.00	\$36.19	\$65,145	\$103,953
123	Principal, Elementary	E	248	8.00	\$38.00	\$75,389	\$120,320
124	Principal, Middle	E	248	8.00	\$39.90	\$79,159	\$126,336

Grade	Title	FLSA Status	Days Per Year	Daily Hours	Min. Hourly Rate	Min. Salary Range	Max. Salary Range
125	Principal, High	E	248	8.00	\$41,89	\$83,117	\$132,653
125	Director of Accountability	E	248	8.00	\$41.89	\$83,117	\$132,653
125	Director of Student Services	E	248	8.00	\$41.89	\$83,117	\$132,653
126	Executive Director of Finance	E	248	8.00	\$43.99	\$87,273	\$139,286
130	Assistant Superintendent	E	248	8.00	\$53.47	\$106,079	\$169,303

**Assignment may be less than 210 days.*

School Board Annual Salaries

Position	Pay Rate
School Board Member (7)	\$420
Additional Salary for School Board Chair	\$120

Bus Drivers and Assistants

Position	Pay Rate
Bus Driver	Paid by the run, minimum of \$13.26 per run*
Bus Assistant	Paid by the run, minimum of \$13.26 per run*
Substitute Bus Driver	\$12.00 per run
Substitute Bus Assistant	\$12.00 per run

**Equates to a minimum pay rate of \$20.12 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	\$15.00 per hour
Bus Driver in Training	\$15.00 per hour
Meetings	\$15.00 per hour
Bus Pickup, Local	\$25.00 per trip
Bus Pickup, Long Distance	\$35.00 per trip
First Semester, 95% Attendance	\$250
Second Semester, 95% Attendance	\$250

As Needed Positions

Operational

Position	Pay Rate
Cafeteria Monitor	\$15.00 per hour
Technology Helper	\$15.00 per hour
Maintenance Helper	\$15.00 per hour
Crossing Guards	\$15.00 per hour
Temporary Office Helper	\$15.00 per hour

Instructional

Position	Pay Rate
SOL Remediation, Degreed	\$30.00 per hour
SOL Remediation, Non-Degreed	\$25.00 per hour
Project Graduation	\$30.00 per hour
Homebound Teacher	\$35.00 per hour
Academic Tutor	\$28.00 per hour

Substitutes

Position	Pay Rate
Substitute Teacher	\$125 per day
Substitute Teacher, Long Term	\$140 per day
Substitute Nurse	\$130 per day
Substitute Nurse, Long Term	\$140 per day
Substitute Paraprofessional	\$100 per day
Substitute Clerical	\$96 per day
Teacher Substituting During Planning Period, Secondary	\$25 per period

Summer School

Position	Pay Rate
Coordinator	\$5,000
Teacher	\$35.00 per hour
Substitute Teacher	\$30.00 per hour
Paraprofessional	\$15.00 per hour
Substitute Paraprofessional	\$15.00 per hour
Nurse	\$30.00 per hour
School Counselor	\$40.00 per hour
Bus Driver	\$27.75 per run
Bus Assistant	\$27.75 per run

School Supplement Schedule

Position	Supplement
Builders Club, Middle	\$539
Class Sponsor, Junior	\$1,500
Class Sponsor, Senior	\$1,500
Color Guard Assistant, High	\$1,230
Drama Sponsor, High	\$2,602
Drama Sponsor, Middle	\$1,200
Forensics Sponsor, Middle & High	\$1,088
International Partnerships, High	\$1,088
Intramural Director, High	\$1,740
Journalism Club, High	\$2,000
Key Club Sponsor, High	\$1,088
Mentorship:	
Lead Mentor – Per School	\$1,000
Trained Mentor – Annual Determination	\$500
Mentorship - First Year Teacher – Per Teacher	\$500
Mentorship – New PCPS Teacher – Per Teacher	\$100
Model UN, High	\$1,740
National Honor Society, High	\$1,200
National Junior Honor Society, Middle	\$1,200
Odyssey of the Mind Sponsor, Elementary, Middle, High	\$300
Odyssey of the Mind Sponsor, Division Wide	\$717
Percussion Assistant, High	\$1,230
Professional Leadership Team	\$1,100
SCA Sponsor, Elementary	\$600
SCA Sponsor, Middle	\$1,200
SCA Sponsor, High	\$1,800
SCARE Club	\$539
Special Education Teacher, Full-Time	\$3,000
Special Education Teacher, Part-Time	\$1,500
Special Education Paraprofessional, Full-Time	\$2,000
Special Education Paraprofessional, Part-Time	\$1,000
Student to Student Sponsor, High	\$539

Twirler Assistant, High	\$1,230
Yearbook, Primary	\$500
Yearbook, Elementary	\$500
Yearbook, Middle	\$2,602
Yearbook, High	\$3,000

Activity Supplement Schedule

Position	Supplement
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
Scholastic Bowl, Varsity Head Coach	\$2,602
Scholastic Bowl, JV Head Coach	\$870
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)

Position	Supplement
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