



**Orange County Public Schools**  
**Orange County Public Schools 2024-2025**  
**Budget**





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# **INTRODUCTION**

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# Budget Transmittal Letter

Dear Orange County Community,

It is with great pride and optimism that I present the FY25 Budget for Orange County Public Schools. This document represents our financial plan for the upcoming year and reinforces our unwavering commitment to fostering exceptional learning experiences for all OCPS students.

Over the past year, we have faced challenges and opportunities that have helped shape our approach to budgeting. The most significant challenge we had to navigate in this budget cycle was the impending end of federal ESSER (Elementary and Secondary School Emergency Relief) Funds. Since 2020, these federal relief funds have been instrumental in helping us meet our students' needs. We are grateful for the support of the Orange County School Board and Board of Supervisors in reducing the impact of the ESSER funding cliff and securing a budget that affords us the resources necessary to provide each student with a high-quality education. Some highlights of the FY25 Budget include:

1. **Maintaining Key ESSER-Funded Positions and Programs:** We had a host of essential personnel whose salaries and benefits had previously been paid out of ESSER funds. Additionally, ESSER funds covered the cost of non-personnel programs such as our divisionwide technology backup software and our comprehensive transportation telematics platform. The FY25 Budget includes funding to maintain these vital positions and programs.
2. **Adding Building-Level Positions:** The FY25 Budget includes funding for the creation of additional building-level positions including:
  - a. 9 teaching positions
  - b. 3.5 support staff positions
  - c. 1 assistant principal position
3. **Salary and Benefits:** The FY25 Budget includes a 3% pay raise for all full-time employees; further, all teachers benefit from an additional 1% salary increase. The FY25 Budget also includes sufficient funding for the division to absorb the cost of health insurance increases.

We understand that budgeting is a complex process, and we are grateful for the continued support and collaboration of the OC community. Your engagement and feedback are invaluable as we strive to make informed decisions that benefit our students and schools. As we move forward, we remain dedicated to transparency and accountability. Together, we can continue to build a bright future for every student. Thank you for your ongoing support and partnership.

Sincerely,



Daniel P. Hornick, Ed.D.  
Superintendent

## SCHOOL BOARD MEMBERS



Melissa Anderson



Darlene Dawson



Jack Rickett

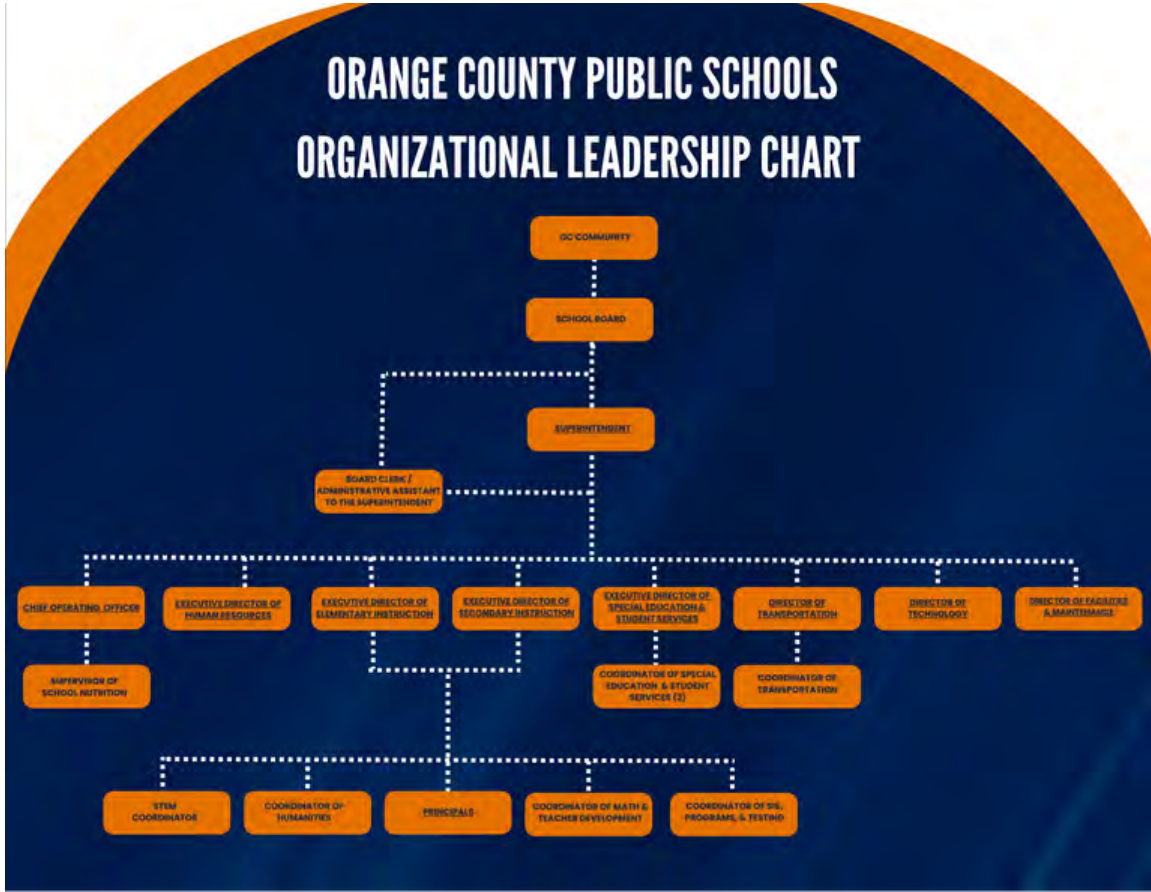


Chelsea Quintern



Sandy Harrington

# Organizational Chart

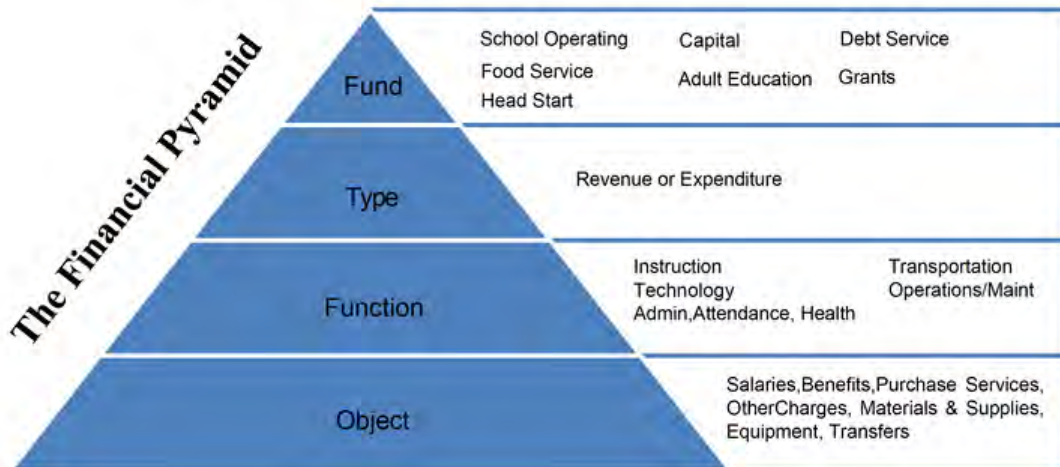


## Fund Structure

- **General (Operating) Fund** - is the general operating fund of the School Board. It accounts for all financial resources except those required to be accounted for in another fund. It finances instructional programs and day-to-day functions in support of those programs. Funds are primarily derived from state, local sources, and non-categorical federal funds.
- **Food Service Fund** - A special revenue fund used to account for revenue legally restricted to expenditures for the Schools' cafeteria operations. Funding is derived from meal sales and federal and state reimbursements.
- **Textbook Fund** - is used to pay for student textbooks; State funds are the primary source of practically all textbook fund revenue.
- **Head Start Fund** - a federally funded program that is designed to promote school readiness for infants, toddlers, and preschoolers from families that meet income eligibility requirements.
- **Capital Improvement Project Fund** - used to account for financial resources received and used for the acquisition, construction, or improvement of capital facilities or maintenance of the school plant (other than those financed by the other funds).
- **Debt Service Fund** - is used to accumulate the assets necessary to pay off general long-term debt of the school division when the debt matures. A county transfer of revenue is the primary revenue source for this fund.

## Financial Structure

The primary elements used to classify revenue and expenditures are Fund, Type, Function and Object. Fund represents the highest level for the classification structures. Type refers to revenue or expenditures. Function classifies revenue and expenditures into broad categories. The Object serves as the lowest level of the classification structure for revenue and expenditures. As shown in the following chart, these elements can be viewed as a pyramid, with Fund being the highest level and the Object being the lowest level of funding. This pyramid approach is reflected in the financial summaries that follow.



# Expenditures

The Operating Budget is comprised of five major categories: Instruction, Administration / Attendance and Health, Pupil Transportation, Operation and Maintenance and Technology.

## **Instruction**

Programs and services dealing directly with the interaction between teachers and students. Also included in the instruction category are the activities associated with curriculum development and instructional staff training.

## **Administration/Attendance & Health**

Activities concerned with establishing and administering policy for operating the school division. These include Board Services, Executive Services, Human Resources, Fiscal Services and Health Services.

## **Pupil Transportation**

Activities associated with transporting students to and from school and on other trips related to school activities.

## **Operations & Maintenance**

Activities concerned with keeping buildings open, comfortable and safe for use. This includes heating, lighting, ventilating systems, repair of facilities and replacement of facility equipment.

## **Facilities**

Activities with acquiring land and buildings, remodeling, constructing or additions to current facilities.

## **Fund Transfers**

Activities which transfer funds from the operating fund to other funds (ex.Transfer to textbook fund)

## **Technology**

Encompasses technology for classroom instruction, instructional support, administration and operations and maintenance.



## **Basis of Budgeting**

The fiscal year for the school system begins on July 1 of each year and ends on June 30 of the following year. Annual budgets are adopted for all funds except the Grants Fund which consist of multi-year grants such as ESSER & All-In-Tutoring. The budgets are on a basis consistent with Generally Accepted Accounting Principles (GAAP). The budget period is the same as the accounting reporting period. The budget and the accounting reports both follow GAAP. The budget document contains the same financial entities and funds as the financial report. The School Board is required to adopt annually a budget for the operation of the School Division. The budgets must identify the source of anticipated revenue including local taxes necessary to meet the financial requirements of the budgets adopted.

The Division's budget is prepared utilizing the zero-based budgeting philosophy. All school staffing is recalculated based on the enrollment projections for each school by applying staffing standards. The need for all other line items is justified in detail (not simply a percentage increase applied to previous years). Additionally, the Division employs involvement by cabinet members, school principals, and staff, in the budget development process. Cabinet members are expected to work closely with the principals regarding their respective areas in studying the needs of the schools and compile a budget to meet those needs. The principals are expected to confer with teachers and other staff in obtaining budgetary requests and information on requirements.

The superintendent and administration submit a preliminary budget to the School Board for its consideration year. The School Board considers that Superintendents' Proposed Budget and adopts a School Board's Proposed Budget. The budget is then submitted to the Orange County Board of Supervisors for their consideration.



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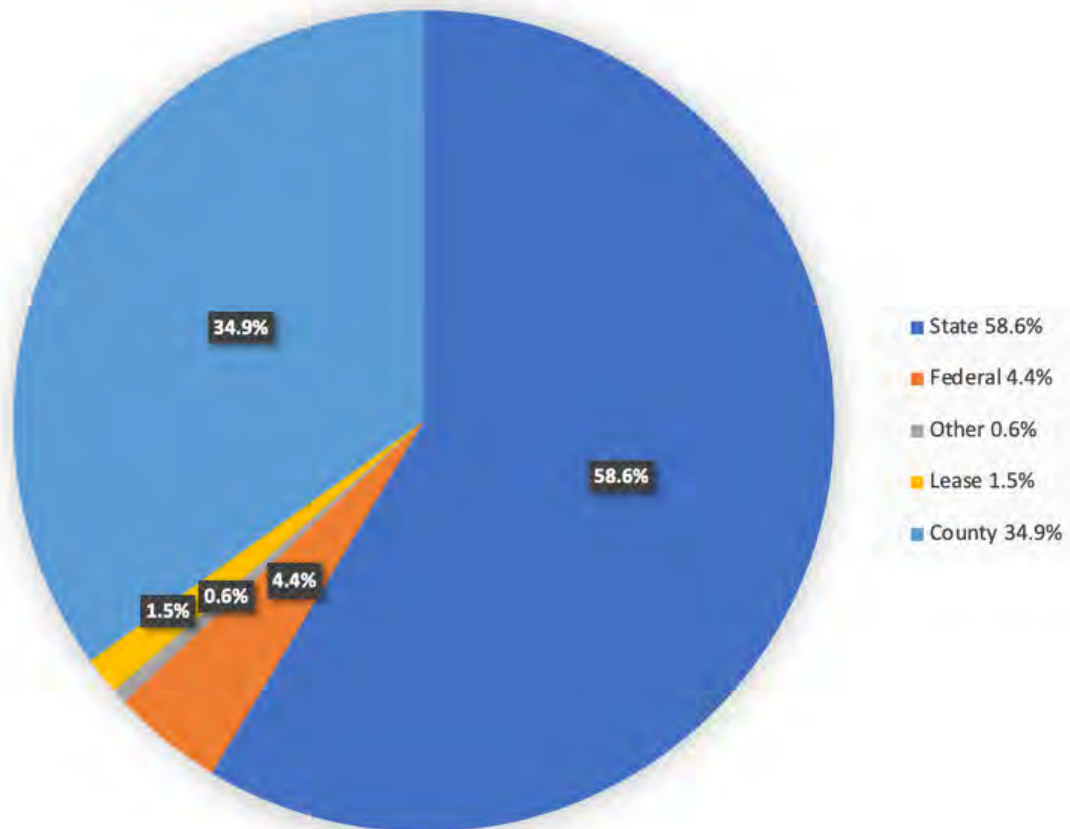
# **OPERATING BUDGET OVERVIEW**

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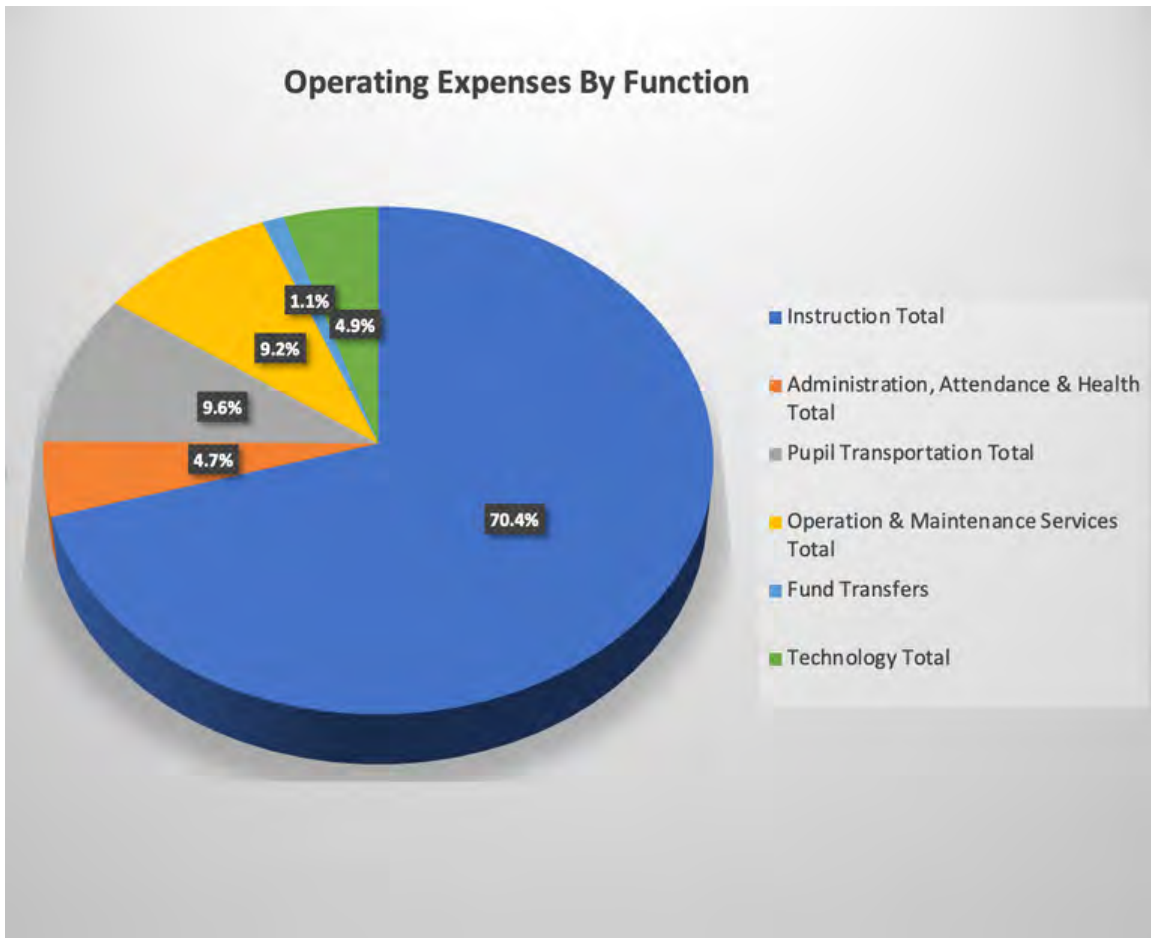


<b>OPERATING FUND REVENUE SUMMARY 2024-2025 (Based on 4,824.60 ADM)</b>			
<b>FUNDS</b>	<b>FY24 BUDGET</b>	<b>FY25 BUDGET</b>	<b>VARIANCE</b>
State	\$37,148,279	\$40,244,806	\$3,096,527
Federal	\$3,225,875	\$3,008,542	-\$217,334
Other	\$96,719	\$407,575	\$310,856
Lease Proceeds	\$1,014,260	\$1,014,260	\$0
County	\$23,209,216	\$23,959,217	\$750,001
<b>TOTAL</b>	<b>\$64,694,349</b>	<b>\$68,634,399</b>	<b>\$3,940,050</b>

### Operating Revenue



ORANGE COUNTY PUBLIC SCHOOLS				
OPERATING BUDGET FUND 2205				
2024-2025 EXPENDITURES				
ACCOUNT	DESCRIPTION	FY24 BUDGET	FY25 BUDGET	FY24-FY25 VARIANCE
Function 1000	Instruction Total	45,766,399	48,317,527	2,551,129
Function 2000	Administration, Attendance & Health Total	3,080,215	3,249,544	169,329
Function 3000	Pupil Transportation Total	6,374,703	6,621,038	246,335
Function 4000	Operation & Maintenance Services Total	6,091,764	6,324,994	233,230
Function 6000	Facilities Total	-	-	-
Function 7000	Fund Transfers	629,789	772,261	142,472
Function 8000	Technology Total	2,751,478	3,349,035	597,557
	<b>Grand Total Expenses</b>	<b>64,694,347</b>	<b>68,634,399</b>	<b>3,940,052</b>



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# **OPERATING BUDGET FUNCTIONS**

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# INSTRUCTION

		FY22 Budget	FY23 Budget	FY24	FY25	FY25
		ACTUAL	ACTUAL	GA	ADOPTED	BUDGET
ACCOUNT	DESCRIPTION	EXPENDITURE	EXPENDITURE	BUDGET	BUDGET	PERCENTAGE
FUNCTION 61100	Classroom Instruction	31,662,719	33,869,970	36,660,359	38,558,878	56.2%
FUNCTION 61210	Guidance Services	1,305,943	1,428,412	1,573,363	1,615,441	2.4%
FUNCTION 61220	Social Services	335,565	350,456	365,990	378,328	0.6%
FUNCTION 61230	Homebound Instruction	36,389	37,260	31,757	63,514	0.1%
FUNCTION 61310	Improvement of Instruction	2,200,593	2,514,583	2,576,533	2,813,413	4.1%
FUNCTION 61320	Media Services	944,637	831,376	892,876	929,156	1.4%
FUNCTION 61410	Office of the Principal	3,169,824	3,291,118	3,665,521	3,958,798	5.8%
<b>Function 1000</b>	<b>Instruction Total</b>	<b>39,655,671</b>	<b>42,323,174</b>	<b>45,766,399</b>	<b>48,317,527</b>	<b>70.4%</b>

## ADMINISTRATION, ATTENDANCE, & HEALTH

		FY22 Budget	FY23 Budget	FY24	FY25	FY25
		ACTUAL	ACTUAL	GA	ADOPTED	BUDGET
ACCOUNT	DESCRIPTION	EXPENDITURE	EXPENDITURE	BUDGET	BUDGET	PERCENTAGE
	Board Services	97,682	101,657	115,622	115,847	0.2%
FUNCTION 62110	Board Services	97,682	101,657	115,622	115,847	0.2%
FUNCTION 62120	Executive Administrative Services	602,747	558,928	351,630	404,346	0.6%
FUNCTION 62130	Student Services	61,551	147,007	49,265	42,640	0.1%
FUNCTION 62140	Personnel Services	442,371	547,613	589,414	619,009	0.9%
FUNCTION 62160	Fiscal Services	568,491	690,340	648,324	681,462	1.0%
FUNCTION 62170/62180	Purchasing Services/Reprographics	161,569	217,173	205,000	204,000	0.3%
FUNCTION 62220	Health Services	862,512	997,181	827,012	882,126	1.3%
FUNCTION 62230	Psychological Services	190,435	237,260	293,946	300,114	0.4%
<b>Function 2000</b>	<b>Administration, Attendance &amp; Health Total</b>	<b>2,987,357</b>	<b>3,497,158</b>	<b>3,080,215</b>	<b>3,249,544</b>	<b>4.7%</b>

## PUPIL TRANSPORTATION

		FY22 Budget	FY23 Budget	FY24	FY25	FY25
		ACTUAL	ACTUAL	GA	ADOPTED	BUDGET
ACCOUNT	DESCRIPTION	EXPENDITURE	EXPENDITURE	BUDGET	BUDGET	PERCENTAGE
FUNCTION 63100	Mgmt. & Direction, Transp.	479,117	523,883	517,795	465,971	0.7%
FUNCTION 63200	Vehicle Operating Services	2,434,051	2,709,590	3,063,956	3,194,278	4.7%
FUNCTION 63300	Monitoring Services	447,018	555,482	603,692	681,529	1.0%
FUNCTION 63400	Vehicle Maintenance Services	1,708,969	2,230,820	2,189,260	2,279,260	3.3%
<b>Function 3000</b>	<b>Pupil Transportation Total</b>	<b>5,069,155</b>	<b>6,019,776</b>	<b>6,374,703</b>	<b>6,621,038</b>	<b>9.6%</b>



## OPERATION & MAINTENANCE SERVICES

		FY22 Budget	FY23 Budget	FY24	FY25	FY25
		ACTUAL	ACTUAL	GA	ADOPTED	BUDGET
ACCOUNT	DESCRIPTION	EXPENDITURE	EXPENDITURE	BUDGET	BUDGET	PERCENTAGE
FUNCTION 64100	Management and Direction	286,063	306,946	326,750	328,085	0.5%
FUNCTION 64200	Building Services	5,055,950	6,064,770	5,456,735	5,622,796	8.2%
FUNCTION 64300	Grounds Services	108,541	97,843	120,675	112,517	0.2%
FUNCTION 64400	Equipment Services	6,218	5,502	11,500	11,500	0.0%
FUNCTION 64600	Security Services	133,153	161,213	176,104	250,097	0.4%
<b>Function 4000</b>	<b>Operation &amp; Maintenance Services Total</b>	<b>5,589,924</b>	<b>6,636,275</b>	<b>6,091,764</b>	<b>6,324,994</b>	<b>9.2%</b>



## FUND TRANSFER

		FY22 Budget	FY23 Budget	FY24	FY25	FY25
		ACTUAL	ACTUAL	GA	ADOPTED	BUDGET
ACCOUNT	DESCRIPTION	EXPENDITURE	EXPENDITURE	BUDGET	BUDGET	PERCENTAGE
FUNCTION 67100	Debt Services			-		0.0%
FUNCTION 67200	Intra-agency Fund Transfers	719,108	841,595	629,789	772,261	1.1%
<b>Function 7000</b>	<b>Fund Transfers</b>	<b>719,108</b>	<b>841,595</b>	<b>629,789</b>	<b>772,261</b>	<b>1.1%</b>

# TECHNOLOGY

		FY22 Budget	FY23 Budget	FY24	FY25	FY25
		ACTUAL	ACTUAL	GA	ADOPTED	BUDGET
ACCOUNT	DESCRIPTION	EXPENDITURE	EXPENDITURE	BUDGET	BUDGET	PERCENTAGE
FUNCTION 68100	Classroom Technology	1,729,860	1,545,258	1,468,516	1,947,021	2.8%
FUNCTION 68200	Technology Support	971,408	1,160,153	1,125,367	1,238,574	1.8%
FUNCTION 68300	Technology Admin	147,349	150,795	157,595	163,441	0.2%
<b>Function 8000</b>	<b>Technology Total</b>	<b>2,848,617</b>	<b>2,856,206</b>	<b>2,751,478</b>	<b>3,349,035</b>	<b>4.9%</b>



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# SCHOOLS

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# Gordon Barbour Elementary



	FY22 Actual	FY23 Actual	FY24 Adopted	FY25 Proposed
Wages & Salaries	\$1,948,208	\$2,049,346	\$2,212,489	\$2,380,084
Employee Benefits	\$799,763	\$888,494	\$960,838	\$967,960
Non-Personnel Costs	\$120,284	\$146,271	\$106,622	\$110,732
<b>Total</b>	<b>\$2,868,255</b>	<b>\$3,084,111</b>	<b>\$3,279,949</b>	<b>\$3,458,776</b>



# Orange Elementary

<b>Grades K-5</b>	<b>Current Enrollment 554</b>		
			<b>Staff 73</b>

## Expenditure Summary

	FY22 Actual	FY23 Actual	FY24 Adopted	FY25 Proposed
Wages & Salaries	\$3,269,454	\$3,256,225	\$3,682,487	\$3,780,478
Employee Benefits	\$1,284,434	\$1,418,458	\$1,585,506	\$1,604,902
Non-Personnel Costs	\$246,934	\$249,706	\$227,650	\$230,835
<b>Total</b>	<b>\$4,800,822</b>	<b>\$4,924,389</b>	<b>\$5,495,643</b>	<b>\$5,616,215</b>



# Unionville Elementary

**Grades  
K-2**

Current  
Enrollment:  
249



## Expenditure Summary

	FY22 Actual	FY23 Actual	FY24 Adopted	FY25 Proposed
Wages & Salaries	\$1,383,870	\$1,432,702	\$1,620,972	\$1,647,800
Employee Benefits	\$566,476	\$654,350	\$699,809	\$695,800
Non-Personnel Costs	\$137,141	\$119,740	\$94,308	\$100,184
<b>Total</b>	<b>\$2,087,487</b>	<b>\$2,206,792</b>	<b>\$2,415,089</b>	<b>\$2,443,784</b>



# Lightfoot Elementary



## Expenditure Summary

	FY22 Actual	FY23 Actual	FY24 Adopted	FY25 Proposed
Wages & Salaries	\$1,251,872	\$1,256,663	\$1,359,062	\$1,475,257
Employee Benefits	\$466,127	\$523,691	\$565,795	\$609,048
Non-Personnel Costs	\$139,172	109,780	\$81,798	\$86,449
Total	\$1,857,171	\$1,890,134	\$2,006,655	\$2,170,754



# Locust Grove Primary

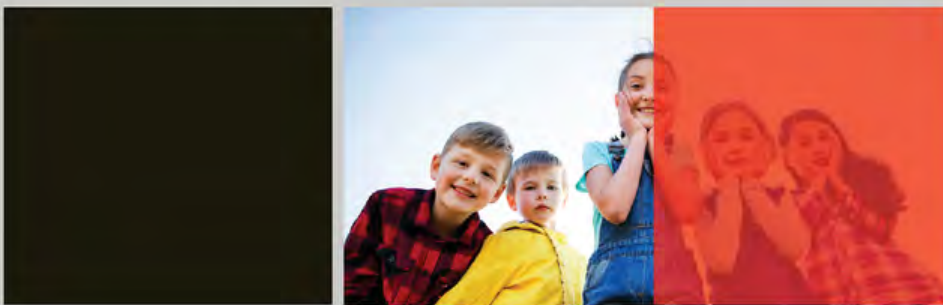
Grades K-2

Current Enrollment: 484

Staff 59

## Expenditure Summary

	FY22 Actual	FY23 Actual	FY24 Adopted	FY25 Proposed
Wages & Salaries	\$2,159,679	\$2,292,052	\$2,594,906	\$2,822,390
Employee Benefits	\$828,928	\$949,766	\$1,083,882	\$1,136,263
Non-Personnel Costs	\$169,268	\$167,599	\$163,234	\$165,931
Total	\$3,157,875	\$3,409,417	\$3,842,022	\$4,124,584

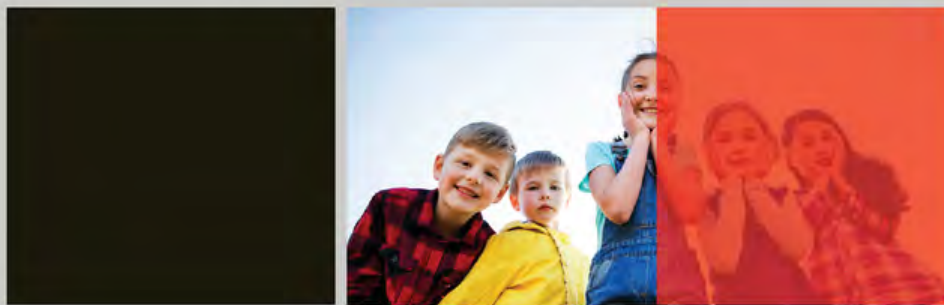


# Locust Grove Primary



## Expenditure Summary

	FY22 Actual	FY23 Actual	FY24 Adopted	FY25 Proposed
Wages & Salaries	\$2,159,679	\$2,292,052	\$2,594,906	\$2,822,390
Employee Benefits	\$828,928	\$949,766	\$1,083,882	\$1,136,263
Non-Personnel Costs	\$169,268	\$167,599	\$163,234	\$165,931
Total	\$3,157,875	\$3,409,417	\$3,842,022	\$4,124,584



# Locust Grove Middle



## Expenditure Summary

	FY22 Actual	FY23 Actual	FY24 Adopted	FY25 Proposed
Wages & Salaries	\$2,949,633	\$3,339,155	\$3,488,427	\$4,020,540
Employee Benefits	\$1,091,848	\$1,429,529	\$1,510,417	\$1,679,222
Non-Personnel Costs	\$245,823	\$241,363	\$264,678	\$272,797
Total	\$4,287,304	\$5,010,047	\$5,263,522	\$5,972,559



# Prospect Heights Middle



## Expenditure Summary

	FY22 Actual	FY23 Actual	FY24 Adopted	FY25 Proposed
Wages & Salaries	\$2,836,069	\$2,909,083	\$3,131,702	\$3,276,927
Employee Benefits	\$1,123,003	\$1,226,490	\$1,272,018	\$1,306,343
Non-Personnel Costs	\$178,552	\$350,396	\$243,561	\$252,102
Total	\$4,137,624	\$4,485,969	\$4,647,280	\$4,835,372



# Orange County High



## Expenditure Summary

	FY22 Actual	FY23 Actual	FY24 Adopted	FY25 Proposed
Wages & Salaries	\$7,552,364	\$7,674,839	\$8,515,105	\$9,157,498
Employee Benefits	\$2,733,648	\$3,009,718	\$3,519,949	\$3,505,287
Non-Personnel Costs	\$954,030	\$999,178	\$861,804	\$1,047,930
Total	\$11,240,042	\$11,683,735	\$12,896,858	\$13,710,715



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# **OTHER FUNDS**

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## Food Service

<b>ORANGE COUNTY PUBLIC SCHOOLS                      FOOD SERVICE BUDGET FUND 2207                      2024-2025 REVENUES &amp; EXPENSES</b>	
<b>DESCRIPTION</b>	<b>2024-2025 PROPOSED BUDGET</b>
School Lunch - State	\$20,363
School Breakfast	\$68,549
<b>TOTAL STATE</b>	<b>\$88,912</b>
School Breakfast Program	\$850,000
National School Lunch Program	\$2,225,882
<b>TOTAL FEDERAL</b>	<b>\$3,075,882</b>
Cafeteria Cash Receipts	\$75,000
Café Prepay Receipts	\$3,000
<b>TOTAL LOCAL</b>	<b>\$78,000</b>
<b>TOTAL REVENUE</b>	<b>\$3,242,794</b>
Salaries	\$1,017,884
Benefits	\$444,345
Travel	\$3,500
Office Supplies	\$1,200
Meals & Food Supplies	\$1,578,365
Non-Food Supplies	\$175,000
Paper/Printer Supplies	\$1,000
Uniform/Safety Supplies	\$3,500
Technology Software	\$18,000
<b>TOTAL EXPENSE</b>	<b>\$3,242,794</b>

## Textbook

<b>ORANGE COUNTY PUBLIC SCHOOLS</b>	
<b>TEXTBOOK BUDGET FUND 2208</b>	
<b>2024-2025 REVENUES &amp; EXPENDITURES</b>	
<b>DESCRIPTION</b>	<b>2024-2025 PROPOSED BUDGET</b>
Transfer from Operating	<b>\$772,261</b>
<b><i>TOTAL REVENUES</i></b>	<b><i>\$772,261</i></b>
Elementary Textbooks & Workbooks	<b>\$236,131</b>
Elementary Replacement Textbooks	<b>\$50,000</b>
Secondary Textbooks & Workbooks	<b>\$286,130</b>
Secondary Replacement Textbooks	<b>\$50,000</b>
Technology Hardware	<b>\$150,000</b>
<b><i>TOTAL EXPENDITURES</i></b>	<b><i>\$772,261</i></b>

## Head Start

<b>ORANGE COUNTY PUBLIC SCHOOLS</b>	
<b>HEAD START BUDGET FUND 2210</b>	
<b>2024-2025 REVENUES &amp; EXPENSES</b>	
	<b>2024-2025</b>
<b>ACCOUNT</b>	<b>BUDGET</b>
<b>Federal Funds</b>	<b>\$1,737,738</b>
<b>Federal Funds USDA</b>	<b>\$30,000</b>
<b><i>TOTAL REVENUES</i></b>	<b><i>\$1,767,738</i></b>
<b>Salaries</b>	<b>\$1,007,170.00</b>
<b>Benefits</b>	<b>\$656,180.00</b>
<b>Purchased Services</b>	<b>\$7,000.00</b>
<b>Travel</b>	<b>\$22,875.00</b>
<b>Office Supplies</b>	<b>\$4,500.00</b>
<b>Meals &amp; Food Supplies</b>	<b>\$30,000.00</b>
<b>Medical &amp; Dental Supplies</b>	<b>\$2,000.00</b>
<b>Instructional Materials</b>	<b>\$38,013.00</b>
<b><i>TOTAL EXPENDITURES</i></b>	<b><i>\$1,767,738</i></b>

## Adult Education

ORANGE COUNTY PUBLIC SCHOOLS	
ADULT EDUCATION BUDGET FUND 2226	
2024-2025 REVENUES & EXPENSES	
	2024-2025
DESCRIPTION	BUDGET
Race to GED	\$49,238
Adult Education - State	\$28,201
Adult Literacy - State	\$60,500
Plugged In Virginia	\$50,000
<b>TOTAL STATE</b>	<b>\$187,939</b>
Adult Literacy - Federal	\$248,000
<b>TOTAL FEDERAL</b>	<b>\$248,000</b>
Tuition from Another County	\$30,000
<b>TOTAL LOCAL</b>	<b>\$30,000</b>
<b>TOTAL REVENUES</b>	<b>\$465,939</b>
Salaries	\$332,944
Benefits	\$78,870
Purchased Services	\$10,995
Printing/Ad Services	\$2,000
Postage	\$430
Leases and Rentals	\$17,500
Travel	\$3,000
Office Supplies	\$1,200
Instructional Materials	\$16,500
<i>Technology Hardware</i>	<i>\$2,500</i>
<b>TOTAL EXPENSES</b>	<b>\$465,939</b>

# Capital

ORANGE COUNTY PUBLIC SCHOOLS CAPITAL BUDGET FUND 2321 2024-2025 REVENUES & EXPENDITURES		
DESCRIPTION	2024-2025 BUDGET	
County Funds Annual Contribution	\$778,666	
Addition County Funds Requested	\$400,000	
<b>TOTAL REVENUE</b>	<b>\$1,178,666</b>	
<b>Projects</b>		
	<b>Location</b>	<b>FY25</b>
<b>ROOFING</b>		
Roofing improvements	All schools	\$150,000
<b>EQUIPMENT</b>		
Replacement cycle for custodial and grounds equipment	All schools	\$30,000
<b>CONSTRUCTION &amp; RENOVATIONS</b>		
Replace countertops and add sinks in classrooms plus cabinets in 5th grade	OES	\$55,000
Replace or modify cabinets/sinks/countertops in main building after HVAC	GBES	\$75,000
Security Vestibules in front lobby and Head Start entrances	TEAC	\$90,000
Other General Facilities projects: Exterior, Flooring, Ceilings, Doors, etc. up to \$100K		\$50,000
<b>HVAC/ENERGY EFFICIENCY/LIGHTING</b>		
R'newal on chiller #2	LGMS	\$110,724
Other HVAC equipment replacement and energy saving improvements up to \$100K		\$87,942
<b>OUTDOOR FACILITIES &amp; GROUNDS</b>		
Replace ramps & front apron at main bleachers to meet ADA requirements	PFP	\$100,000
Pave gravel area behind bleachers, around sheds, and over to main gate	PFP	\$30,000
Demolition of Head Start Houses and Modular Classroom	GBES	\$100,000
Replace or overhaul sewage treatment system	UES	\$300,000
<b>TOTAL EXPENDITURES</b>		<b>\$1,178,666</b>

<b>ORANGE COUNTY PUBLIC SCHOOLS</b>		
<b>DEBT SERVICE BUDGET FUND 2323</b>		
<b>2024-2025 REVENUES &amp; EXPENDITURES</b>		
<b>ACCOUNT</b>	<b>DESCRIPTION</b>	<b>2024-2025 BUDGET</b>
<b>FUNCTION 56000</b>	<b>County Appropriations</b>	<b>\$2,067,400</b>
	<b>TOTAL COUNTY FUNDS</b>	<b>\$2,067,400</b>
<b>DEPARTMENT 667100</b>	<b>Performance Contracts I</b>	<b>\$572,204</b>
<b>DEPARTMENT 667100</b>	<b>Performance Contracts II</b>	<b>\$104,728</b>
<b>DEPARTMENT 667100</b>	<b>Performance Contracts III</b>	<b>\$401,583</b>
<b>DEPARTMENT 667100</b>	<b>FY23 Bus Purchase</b>	<b>\$290,332</b>
<b>DEPARTMENT 667100</b>	<b>FY24 Bus Purchase</b>	<b>\$349,276</b>
<b>DEPARTMENT 667100</b>	<b>FY25 Bus Purchase</b>	<b>\$349,276</b>
<b>TOTAL EXPENDITURES</b>		<b>\$2,067,400</b>

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# **SALARY SCALES**

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**ORANGE  
COUNTY PUBLIC  
SCHOOLS**



**2024-25  
SALARY SCALES**

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<b>T1: Teacher (BA) Salary Scale</b>	
<b>FLSA Exempt</b>	
<b>Step</b>	<b>Salary</b>
0	\$53,848
1	\$54,111
2	\$54,377
3	\$54,668
4	\$54,960
5	\$55,278
6	\$55,597
7	\$55,978
8	\$56,360
9	\$56,742
10	\$57,246
11	\$57,750
12	\$58,328
13	\$58,906
14	\$59,484
15	\$60,147
16	\$60,810
17	\$61,473
18	\$62,295
19	\$63,118
20	\$63,940
21	\$64,762
22	\$65,664
23	\$66,565
24	\$67,467
25	\$68,369
26	\$69,270
27	\$70,198
28	\$71,127
29	\$72,108
30	\$73,089

Master's Degree \$3000  
 Educational Specialist Degree \$1700  
 Doctoral Degree \$2000

<b>AP2: Elementary School</b>	
<b>FLSA Exempt</b>	
<b>Step</b>	<b>Annual Salary</b>
0	\$84,180
1	\$84,983
2	\$85,786
3	\$86,628
4	\$87,472
5	\$88,314
6	\$89,157
7	\$90,002
8	\$90,845
9	\$91,689
10	\$92,532
11	\$93,375
12	\$94,220
13	\$95,063
14	\$95,907
15	\$96,750
16	\$97,593
17	\$98,437
18	\$99,280
19	\$100,125
20	\$100,968
21	\$101,811
22	\$102,655
23	\$103,498
24	\$104,343
25	\$105,186
26	\$106,029
27	\$106,873
28	\$107,716

<b>AP3: Middle School</b>	
<b>FLSA Exempt</b>	
<b>Step</b>	<b>Annual Salary</b>
0	\$85,515
1	\$86,296
2	\$87,152
3	\$88,009
4	\$88,866
5	\$89,724
6	\$90,581
7	\$91,437
8	\$92,294
9	\$93,151
10	\$94,009
11	\$94,866
12	\$95,723
13	\$96,580
14	\$97,436
15	\$98,293
16	\$99,150
17	\$100,007
18	\$100,864
19	\$101,722
20	\$102,579
21	\$103,436
22	\$104,292
23	\$105,149
24	\$106,006
25	\$106,863
26	\$107,720
27	\$108,578
28	\$109,435

<b>AP4: High School</b>	
<b>FLSA Exempt</b>	
<b>Step</b>	<b>Annual Salary</b>
0	\$89,428
1	\$90,326
2	\$91,225
3	\$92,123
4	\$93,020
5	\$93,920
6	\$94,818
7	\$95,717
8	\$96,616
9	\$97,514
10	\$98,412
11	\$99,311
12	\$100,209
13	\$101,107
14	\$102,006
15	\$102,904
16	\$103,803
17	\$104,701
18	\$105,599
19	\$106,498
20	\$107,397
21	\$108,295
22	\$109,193
23	\$110,091
24	\$110,989
25	\$111,889
26	\$112,787
27	\$113,685
28	\$114,583

ASSISTANT PRINCIPAL

<b>4.5 Hours/day; 182 Days</b>		
<b>Step</b>	<b>Total</b>	<b>Rate/Hour</b>
0	\$17,119	\$20.90
1	\$17,209	\$21.01
2	\$17,295	\$21.12
3	\$17,381	\$21.22
4	\$17,596	\$21.48
5	\$17,854	\$21.80
6	\$18,112	\$22.12
7	\$18,413	\$22.48
8	\$18,715	\$22.85
9	\$19,016	\$23.22
10	\$19,317	\$23.59
11	\$19,678	\$24.03
12	\$20,040	\$24.47
13	\$20,401	\$24.91
14	\$20,788	\$25.38
15	\$21,175	\$25.86
16	\$21,563	\$26.33
17	\$21,950	\$26.80
18	\$22,371	\$27.32
19	\$22,793	\$27.83
20	\$23,215	\$28.35

<b>6.5 Hrs/day; 182 Days</b>		
<b>Step</b>	<b>Total</b>	<b>Rate/Hour</b>
0	\$24,727	\$20.90
1	\$24,857	\$21.01
2	\$24,981	\$21.12
3	\$25,106	\$21.22
4	\$25,416	\$21.48
5	\$25,789	\$21.80
6	\$26,162	\$22.12
7	\$26,597	\$22.48
8	\$27,032	\$22.85
9	\$27,467	\$23.22
10	\$27,902	\$23.59
11	\$28,424	\$24.03
12	\$28,946	\$24.47
13	\$29,468	\$24.91
14	\$30,027	\$25.38
15	\$30,587	\$25.86
16	\$31,146	\$26.33
17	\$31,705	\$26.80
18	\$32,314	\$27.32
19	\$32,923	\$27.83
20	\$33,532	\$28.35

<b>8 Hours/day; 182 Days</b>		
<b>Step</b>	<b>Total</b>	<b>Rate/Hour</b>
0	\$30,433	\$20.90
1	\$30,593	\$21.01
2	\$30,746	\$21.12
3	\$30,899	\$21.22
4	\$31,282	\$21.48
5	\$31,741	\$21.80
6	\$32,200	\$22.12
7	\$32,735	\$22.48
8	\$33,270	\$22.85
9	\$33,806	\$23.22
10	\$34,341	\$23.59
11	\$34,984	\$24.03
12	\$35,626	\$24.47
13	\$36,269	\$24.91
14	\$36,957	\$25.38
15	\$37,645	\$25.86
16	\$38,334	\$26.33
17	\$39,022	\$26.80
18	\$39,772	\$27.32
19	\$40,521	\$27.83
20	\$41,271	\$28.35

**BUS DRIVER**

<b>4.5 Hours/day; 182 Days</b>		
<b>Step</b>	<b>Rate/Hour</b>	<b>Total</b>
0	\$17.68	\$14,477
1	\$17.78	\$14,559
2	\$17.87	\$14,637
3	\$17.96	\$14,706
4	\$18.18	\$14,888
5	\$18.44	\$15,106
6	\$18.71	\$15,324
7	\$19.02	\$15,579
8	\$19.33	\$15,834
9	\$19.64	\$16,089
10	\$19.96	\$16,344
11	\$20.33	\$16,649
12	\$20.70	\$16,955
13	\$21.08	\$17,261
14	\$21.48	\$17,588
15	\$21.88	\$17,916
16	\$22.28	\$18,243
17	\$22.68	\$18,571
18	\$23.11	\$18,928
19	\$23.55	\$19,284
20	\$23.98	\$19,641

<b>6.5 Hrs/day; 182 Days</b>		
<b>Step</b>	<b>Rate/Hour</b>	<b>Total</b>
0	\$17.68	\$20,911
1	\$17.78	\$21,029
2	\$17.87	\$21,142
3	\$17.96	\$21,242
4	\$18.18	\$21,504
5	\$18.44	\$21,820
6	\$18.71	\$22,135
7	\$19.02	\$22,503
8	\$19.33	\$22,871
9	\$19.64	\$23,239
10	\$19.96	\$23,607
11	\$20.33	\$24,049
12	\$20.70	\$24,491
13	\$21.08	\$24,932
14	\$21.48	\$25,405
15	\$21.88	\$25,879
16	\$22.28	\$26,352
17	\$22.68	\$26,825
18	\$23.11	\$27,340
19	\$23.55	\$27,855
20	\$23.98	\$28,370

<b>8 Hours/day; 182 Days</b>		
<b>Step</b>	<b>Rate/Hour</b>	<b>Total</b>
0	\$17.68	\$25,736
1	\$17.78	\$25,882
2	\$17.87	\$26,021
3	\$17.96	\$26,143
4	\$18.18	\$26,467
5	\$18.44	\$26,855
6	\$18.71	\$27,243
7	\$19.02	\$27,696
8	\$19.33	\$28,149
9	\$19.64	\$28,602
10	\$19.96	\$29,055
11	\$20.33	\$29,599
12	\$20.70	\$30,142
13	\$21.08	\$30,686
14	\$21.48	\$31,268
15	\$21.88	\$31,850
16	\$22.28	\$32,433
17	\$22.68	\$33,015
18	\$23.11	\$33,649
19	\$23.55	\$34,283
20	\$23.98	\$34,918

<b>A4: Central Office Administrative Assistant</b>	
<b>FLSA Non-Exempt</b>	
<b>Step</b>	<b>Salary</b>
0	\$32,144
1	\$33,175
2	\$34,207
3	\$35,238
4	\$36,295
5	\$37,358
6	\$38,421
7	\$39,485
8	\$40,547
9	\$41,610
10	\$42,674
11	\$43,738
12	\$44,801
13	\$45,865
14	\$46,928
15	\$47,990
16	\$49,054
17	\$50,117
18	\$51,181
19	\$52,245
20	\$53,308
21	\$54,372
22	\$55,435
23	\$56,497
24	\$57,561
25	\$58,624
26	\$59,688
27	\$60,752
28	\$61,815

<b>A1A: CFO</b>	
<b>FLSA Exempt</b>	
<b>Step</b>	<b>Annual Salary</b>
0	\$114,537
1	\$115,936
2	\$117,335
3	\$118,733
4	\$120,132
5	\$121,531
6	\$122,929
7	\$124,328
8	\$125,727
9	\$127,127
10	\$128,525
11	\$129,923
12	\$131,323
13	\$132,722
14	\$134,121
15	\$135,519
16	\$136,919
17	\$138,318
18	\$139,717
19	\$141,116
20	\$142,516
21	\$143,915
22	\$145,314
23	\$146,713
24	\$148,112
25	\$149,511
26	\$150,909
27	\$152,308
28	\$153,707

**CHIEF FINANCIAL OFFICER**

<b>AP4: Coordinator</b>	
<b>FLSA Exempt</b>	
<b>Step</b>	<b>Annual Salary</b>
0	\$89,428
1	\$90,326
2	\$91,225
3	\$92,123
4	\$93,020
5	\$93,920
6	\$94,818
7	\$95,717
8	\$96,616
9	\$97,514
10	\$98,412
11	\$99,311
12	\$100,209
13	\$101,107
14	\$102,006
15	\$102,904
16	\$103,803
17	\$104,701
18	\$105,599
19	\$106,498
20	\$107,397
21	\$108,295
22	\$109,193
23	\$110,091
24	\$110,989
25	\$111,889
26	\$112,787
27	\$113,685
28	\$114,583

**COORDINATOR**

<b>D1: Elementary Head Custodian</b>	
<b>FLSA Non-Exempt</b>	
<b>Step</b>	<b>Annual Salary</b>
0	\$31,411
1	\$31,725
2	\$32,043
3	\$32,363
4	\$32,687
5	\$33,014
6	\$33,344
7	\$33,677
8	\$34,014
9	\$34,354
10	\$34,698
11	\$35,045
12	\$35,395
13	\$35,749
14	\$36,106
15	\$36,468
16	\$36,832
17	\$37,201
18	\$37,573
19	\$37,948
20	\$38,328
21	\$38,711
22	\$39,098
23	\$39,489
24	\$39,884
25	\$40,283
26	\$40,686
27	\$41,093
28	\$41,503

<b>D2: Secondary Head Custodian</b>	
<b>FLSA Non-Exempt</b>	
<b>Step</b>	<b>Annual Salary</b>
0	\$33,320
1	\$33,653
2	\$33,989
3	\$34,329
4	\$34,673
5	\$35,019
6	\$35,369
7	\$35,723
8	\$36,080
9	\$36,441
10	\$36,806
11	\$37,174
12	\$37,545
13	\$37,921
14	\$38,300
15	\$38,683
16	\$39,070
17	\$39,461
18	\$39,855
19	\$40,254
20	\$40,656
21	\$41,063
22	\$41,473
23	\$41,888
24	\$42,307
25	\$42,730
26	\$43,157
27	\$43,589
28	\$44,025

<b>D3: Custodian</b>	
<b>FLSA Non-Exempt</b>	
<b>Step</b>	<b>2024-2025</b>
0	\$30,290
1	\$30,593
2	\$30,899
3	\$31,208
4	\$31,520
5	\$31,836
6	\$32,154
7	\$32,476
8	\$32,800
9	\$33,128
10	\$33,460
11	\$33,794
12	\$34,132
13	\$34,473
14	\$34,818
15	\$35,166
16	\$35,518
17	\$35,873
18	\$36,232
19	\$36,594
20	\$36,960
21	\$37,330
22	\$37,703
23	\$38,080
24	\$38,461
25	\$38,846
26	\$39,234
27	\$39,626
28	\$40,023

# CUSTODIAN

<b>A1: Director</b>	
<b>FLSA Exempt</b>	
<b>Step</b>	<b>Salary</b>
0	\$100,801
1	\$102,050
2	\$103,299
3	\$104,548
4	\$105,797
5	\$107,045
6	\$108,294
7	\$109,543
8	\$110,791
9	\$112,040
10	\$113,289
11	\$114,537
12	\$115,935
13	\$117,334
14	\$118,732
15	\$120,131
16	\$121,531
17	\$122,930
18	\$124,328
19	\$125,727
20	\$127,126
21	\$128,526
22	\$129,924
23	\$131,323
24	\$132,722
25	\$134,121
26	\$135,519
27	\$136,919
28	\$138,318

# DIRECTOR

<b>E1: Executive Director</b>	
<b>FLSA Exempt</b>	
<b>Step</b>	<b>Annual Salary</b>
0	\$107,972
1	\$109,221
2	\$110,470
3	\$111,718
4	\$112,967
5	\$114,216
6	\$115,464
7	\$116,713
8	\$117,962
9	\$119,210
10	\$120,459
11	\$121,708
12	\$123,105
13	\$124,505
14	\$125,903
15	\$127,302
16	\$128,701
17	\$130,100
18	\$131,498
19	\$132,898
20	\$134,297
21	\$135,696
22	\$137,094
23	\$138,493
24	\$139,893
25	\$141,292
26	\$142,690
27	\$144,089
28	\$145,488

# EXECUTIVE DIRECTOR

<b>C1A: Cafeteria Manager (187 days)</b>	
<b>FLSA Non-Exempt</b>	
<b>Elementary</b>	
<b>Step</b>	<b>2024-2025</b>
0	\$24,874
1	\$25,147
2	\$25,424
3	\$25,703
4	\$25,986
5	\$26,272
6	\$26,561
7	\$26,853
8	\$27,149
9	\$27,447
10	\$27,749
11	\$28,054
12	\$28,363
13	\$28,675
14	\$28,990
15	\$29,309
16	\$29,632
17	\$29,958
18	\$30,287
19	\$30,620
20	\$30,957
21	\$31,298
22	\$31,642
23	\$31,990
24	\$32,342
25	\$32,698
26	\$33,057
27	\$33,421
28	\$33,789

<b>C1B: Cafeteria Manager (187 days)</b>	
<b>FLSA Non-Exempt</b>	
<b>Middle School</b>	
<b>Step</b>	<b>2024-2025</b>
0	\$25,393
1	\$25,673
2	\$25,949
3	\$26,229
4	\$26,511
5	\$26,798
6	\$27,086
7	\$27,378
8	\$27,674
9	\$27,973
10	\$28,275
11	\$28,579
12	\$28,888
13	\$29,201
14	\$29,516
15	\$29,835
16	\$30,157
17	\$30,483
18	\$30,812
19	\$31,145
20	\$31,482
21	\$31,823
22	\$32,167
23	\$32,515
24	\$32,867
25	\$33,223
26	\$33,583
27	\$33,947
28	\$34,313

<b>C1C: Cafeteria Manager (187 days)</b>	
<b>FLSA Non-Exempt</b>	
<b>High School</b>	
<b>Step</b>	<b>2024-2025</b>
0	\$25,913
1	\$26,198
2	\$26,474
3	\$26,754
4	\$27,036
5	\$27,323
6	\$27,611
7	\$27,904
8	\$28,199
9	\$28,498
10	\$28,800
11	\$29,105
12	\$29,414
13	\$29,726
14	\$30,041
15	\$30,360
16	\$30,683
17	\$31,008
18	\$31,338
19	\$31,670
20	\$32,007
21	\$32,348
22	\$32,692
23	\$33,040
24	\$33,393
25	\$33,748
26	\$34,108
27	\$34,472
28	\$34,839

# MANAGER

<b>C3: Cafeteria Worker</b>	
<b>(184 days-4.5 hours)</b>	
<b>FLSA Non-Exempt</b>	
<b>Step</b>	<b>2024-2025</b>
0	\$12,058
1	\$12,179
2	\$12,300
3	\$12,423
4	\$12,548
5	\$12,673
6	\$12,800
7	\$12,928
8	\$13,057
9	\$13,188
10	\$13,320
11	\$13,453
12	\$13,587
13	\$13,723
14	\$13,860
15	\$13,999
16	\$14,139
17	\$14,280
18	\$14,423
19	\$14,567
20	\$14,713
21	\$14,860
22	\$15,009
23	\$15,159
24	\$15,310
25	\$15,464
26	\$15,618
27	\$15,774
28	\$15,932

<b>C5: Cafeteria Worker</b>	
<b>(184 days-6.5 hours)</b>	
<b>FLSA Non-Exempt</b>	
<b>Step</b>	<b>2024-2025</b>
0	\$17,417
1	\$17,591
2	\$17,767
3	\$17,945
4	\$18,124
5	\$18,306
6	\$18,489
7	\$18,673
8	\$18,860
9	\$19,049
10	\$19,239
11	\$19,432
12	\$19,626
13	\$19,822
14	\$20,020
15	\$20,221
16	\$20,423
17	\$20,627
18	\$20,833
19	\$21,042
20	\$21,252
21	\$21,465
22	\$21,679
23	\$21,896
24	\$22,115
25	\$22,336
26	\$22,560
27	\$22,785
28	\$23,013

<b>C6: Cafeteria Worker</b>	
<b>(184 days-7hours)</b>	
<b>FLSA Non-Exempt</b>	
<b>Step</b>	<b>2024-2025</b>
0	\$18,757
1	\$18,944
2	\$19,134
3	\$19,325
4	\$19,518
5	\$19,714
6	\$19,911
7	\$20,110
8	\$20,311
9	\$20,514
10	\$20,719
11	\$20,926
12	\$21,136
13	\$21,347
14	\$21,561
15	\$21,776
16	\$21,994
17	\$22,214
18	\$22,436
19	\$22,660
20	\$22,887
21	\$23,116
22	\$23,347
23	\$23,580
24	\$23,816
25	\$24,054
26	\$24,295
27	\$24,538
28	\$24,783

<b>A7 Finance &amp; HR</b>	
<b>FLSA Non-Exempt</b>	
<b>Step</b>	<b>Annual Salary</b>
<b>0</b>	<b>\$41,420</b>
<b>1</b>	<b>\$42,035</b>
<b>2</b>	<b>\$42,649</b>
<b>3</b>	<b>\$43,264</b>
<b>4</b>	<b>\$43,878</b>
<b>5</b>	<b>\$44,666</b>
<b>6</b>	<b>\$45,454</b>
<b>7</b>	<b>\$46,242</b>
<b>8</b>	<b>\$47,030</b>
<b>9</b>	<b>\$47,818</b>
<b>10</b>	<b>\$48,764</b>
<b>11</b>	<b>\$49,709</b>
<b>12</b>	<b>\$50,655</b>
<b>13</b>	<b>\$51,600</b>
<b>14</b>	<b>\$52,546</b>
<b>15</b>	<b>\$53,491</b>
<b>16</b>	<b>\$54,437</b>
<b>17</b>	<b>\$55,382</b>
<b>18</b>	<b>\$56,328</b>
<b>19</b>	<b>\$57,326</b>
<b>20</b>	<b>\$58,324</b>
<b>21</b>	<b>\$59,322</b>
<b>22</b>	<b>\$60,320</b>
<b>23</b>	<b>\$61,318</b>
<b>24</b>	<b>\$62,316</b>
<b>25</b>	<b>\$63,314</b>
<b>26</b>	<b>\$64,312</b>
<b>27</b>	<b>\$65,311</b>
<b>28</b>	<b>\$66,309</b>

<b>I1: Instructional Assistant</b>	
<b>FLSA Non-Exempt</b>	
<b>Step</b>	<b>Annual Salary</b>
0	\$21,647
1	\$21,866
2	\$22,085
3	\$22,305
4	\$22,528
5	\$22,754
6	\$22,981
7	\$23,211
8	\$23,443
9	\$23,677
10	\$23,914
11	\$24,153
12	\$24,395
13	\$24,639
14	\$24,886
15	\$25,134
16	\$25,386
17	\$25,639
18	\$25,895
19	\$26,346
20	\$26,773
21	\$27,201
22	\$27,659
23	\$28,116
24	\$28,574
25	\$29,031
26	\$29,489
27	\$29,964
28	\$30,439

# INSTRUCTIONAL ASSISTANT

<b>IS: Instruction Specialist</b>	
<b>FLSA Non-Exempt</b>	
<b>Step</b>	<b>Annual Salary</b>
0	\$60,732
1	\$61,643
2	\$62,568
3	\$63,507
4	\$64,459
5	\$65,426
6	\$66,407
7	\$67,403
8	\$68,414
9	\$69,440
10	\$70,482
11	\$71,540
12	\$72,612
13	\$73,702
14	\$74,807
15	\$75,929
16	\$77,068
17	\$78,223
18	\$79,397
19	\$80,587
20	\$81,797
21	\$83,024
22	\$84,269
23	\$85,532
24	\$86,816
25	\$88,119
26	\$89,441
27	\$90,782
28	\$92,144

# INSTRUCTIONAL SPECIALIST

<b>INT1: Interpreter</b>	
<b>FLSA Non-Exempt</b>	
<b>Step</b>	<b>Annual Salary</b>
0	\$32,884
1	\$33,380
2	\$33,881
3	\$34,389
4	\$34,905
5	\$35,429
6	\$35,959
7	\$36,499
8	\$37,047
9	\$37,602
10	\$38,167
11	\$38,740
12	\$39,320
13	\$39,910
14	\$40,509
15	\$41,319
16	\$42,145
17	\$42,988
18	\$43,848
19	\$44,725
20	\$45,620
21	\$46,532
22	\$47,462
23	\$48,412
24	\$49,380
25	\$50,368
26	\$51,375
27	\$52,402
28	\$53,451

# INTERPRETER

M1: Maintenance	
FLSA Non-Exempt	
Step	Annual Salary
0	\$27,340
1	\$27,682
2	\$28,028
3	\$28,378
4	\$28,733
5	\$29,092
6	\$29,456
7	\$29,824
8	\$30,197
9	\$30,574
10	\$30,956
11	\$31,343
12	\$31,735
13	\$32,132
14	\$32,533
15	\$32,940
16	\$33,352
17	\$33,769
18	\$34,191
19	\$34,618
20	\$35,051
21	\$35,489
22	\$35,933
23	\$36,382
24	\$36,836
25	\$37,297
26	\$37,763
27	\$38,235
28	\$38,713

M2: Maintenance	
FLSA Non-Exempt	
Step	Annual Salary
0	\$31,246
1	\$31,636
2	\$32,032
3	\$32,432
4	\$32,837
5	\$33,248
6	\$33,663
7	\$34,084
8	\$34,510
9	\$34,942
10	\$35,378
11	\$35,821
12	\$36,268
13	\$36,722
14	\$37,181
15	\$37,646
16	\$38,116
17	\$38,593
18	\$39,075
19	\$39,563
20	\$40,058
21	\$40,559
22	\$41,066
23	\$41,579
24	\$42,099
25	\$42,625
26	\$43,158
27	\$43,697
28	\$44,244

M3: Maintenance	
FLSA Non-Exempt	
Step	Annual Salary
0	\$36,267
1	\$36,721
2	\$37,180
3	\$37,644
4	\$38,115
5	\$38,591
6	\$39,074
7	\$39,562
8	\$40,057
9	\$40,557
10	\$41,064
11	\$41,578
12	\$42,097
13	\$42,624
14	\$43,156
15	\$43,696
16	\$44,242
17	\$44,795
18	\$45,355
19	\$45,922
20	\$46,496
21	\$47,077
22	\$47,666
23	\$48,261
24	\$48,865
25	\$49,475
26	\$50,094
27	\$50,720
28	\$51,354

M4: Maintenance	
FLSA Non-Exempt	
Step	Annual Salary
0	\$41,289
1	\$41,805
2	\$42,328
3	\$42,857
4	\$43,392
5	\$43,935
6	\$44,484
7	\$45,040
8	\$45,603
9	\$46,173
10	\$46,750
11	\$47,335
12	\$47,926
13	\$48,525
14	\$49,132
15	\$49,746
16	\$50,368
17	\$50,997
18	\$51,635
19	\$52,280
20	\$52,934
21	\$53,595
22	\$54,265
23	\$54,944
24	\$55,631
25	\$56,326
26	\$57,030
27	\$57,743
28	\$58,465

Certification  
\$750/ea  
\$1500/max

Certification  
\$750/ea  
\$1500/max

Master Cert  
\$2,500

# MAINTENANCE

<b>MC1: Mechanic</b>	
<b>FLSA Non-Exempt</b>	
<b>Step</b>	<b>Annual Salary</b>
0	\$37,612
1	\$38,359
2	\$39,105
3	\$39,852
4	\$40,599
5	\$41,346
6	\$42,093
7	\$42,840
8	\$43,586
9	\$44,333
10	\$45,081
11	\$45,828
12	\$46,575
13	\$47,323
14	\$48,069
15	\$48,816
16	\$49,563
17	\$50,309
18	\$51,057
19	\$51,804
20	\$52,551
21	\$53,299
22	\$54,046
23	\$54,792
24	\$55,540
25	\$56,286
26	\$57,033
27	\$57,781
28	\$58,527

# MECHANIC

<b>PA 1 Payroll Analyst</b>	
<b>FLSA Exempt</b>	
<b>Step</b>	<b>Annual Salary</b>
0	\$57,860
1	\$59,183
2	\$60,506
3	\$61,829
4	\$63,152
5	\$64,474
6	\$65,797
7	\$67,120
8	\$68,442
9	\$69,765
10	\$71,088
11	\$72,411
12	\$73,733
13	\$75,056
14	\$76,379
15	\$77,701
16	\$79,024
17	\$80,347
18	\$81,669
19	\$82,992
20	\$84,315
21	\$85,638
22	\$86,960
23	\$88,283
24	\$89,606
25	\$90,928
26	\$92,251
27	\$93,574
28	\$94,896

<b>P1: Elementary School Principal (Small School)</b>	
<b>FLSA Exempt</b>	
<b>Step</b>	<b>Annual Salary</b>
0	\$95,641
1	\$96,455
2	\$97,269
3	\$98,124
4	\$98,979
5	\$99,833
6	\$100,687
7	\$101,542
8	\$102,397
9	\$103,251
10	\$104,106
11	\$104,960
12	\$105,816
13	\$106,670
14	\$107,524
15	\$108,379
16	\$109,234
17	\$110,089
18	\$110,943
19	\$111,797
20	\$112,653
21	\$113,507
22	\$114,362
23	\$115,216
24	\$116,071
25	\$116,926
26	\$117,780
27	\$118,634
28	\$119,490

<b>P2: Elementary School Principal (Large School)</b>	
<b>FLSA Exempt</b>	
<b>Step</b>	<b>Annual Salary</b>
0	\$98,948
1	\$99,764
2	\$100,581
3	\$101,438
4	\$102,295
5	\$103,152
6	\$104,011
7	\$104,869
8	\$105,727
9	\$106,585
10	\$107,443
11	\$108,301
12	\$109,159
13	\$110,017
14	\$110,875
15	\$111,735
16	\$112,593
17	\$113,451
18	\$114,309
19	\$115,167
20	\$116,025
21	\$116,883
22	\$117,741
23	\$118,599
24	\$119,457
25	\$120,316
26	\$121,174
27	\$122,032
28	\$122,890

<b>P3: Middle School Principal</b>	
<b>FLSA Exempt</b>	
<b>Step</b>	<b>Annual Salary</b>
0	\$100,237
1	\$101,051
2	\$101,866
3	\$102,720
4	\$103,575
5	\$104,430
6	\$105,286
7	\$106,141
8	\$106,998
9	\$107,854
10	\$108,709
11	\$109,565
12	\$110,422
13	\$111,277
14	\$112,133
15	\$112,989
16	\$113,845
17	\$114,701
18	\$115,557
19	\$116,412
20	\$117,269
21	\$118,125
22	\$118,980
23	\$119,836
24	\$120,691
25	\$121,548
26	\$122,404
27	\$123,259
28	\$124,115

<b>HSP1: High School Principal</b>	
<b>FLSA Exempt</b>	
<b>Step</b>	<b>Annual Salary</b>
0	\$104,961
1	\$106,305
2	\$107,649
3	\$108,995
4	\$110,340
5	\$111,684
6	\$113,029
7	\$114,373
8	\$115,718
9	\$117,064
10	\$118,408
11	\$119,753
12	\$121,097
13	\$122,442
14	\$123,787
15	\$125,132
16	\$126,477
17	\$127,821
18	\$129,166
19	\$130,511
20	\$131,855
21	\$133,201
22	\$134,545
23	\$135,890
24	\$137,235
25	\$138,579
26	\$139,924
27	\$141,269
28	\$142,614

<b>MPS Maintenance/Project Specialist</b>	
<b>FLSA Exempt</b>	
<b>Step</b>	<b>Annual Salary</b>
0	\$49,262
1	\$50,012
2	\$50,762
3	\$51,524
4	\$52,297
5	\$53,081
6	\$53,878
7	\$54,685
8	\$55,506
9	\$56,338
10	\$57,183
11	\$58,041
12	\$58,912
13	\$59,796
14	\$60,692
15	\$61,603
16	\$62,527
17	\$63,465
18	\$64,416
19	\$65,383
20	\$66,363
21	\$67,359
22	\$68,370
23	\$69,395
24	\$70,436
25	\$71,492
26	\$72,565
27	\$73,653
28	\$74,759

**PROJECT SPECIALIST**

<b>S7: Elementary</b>	
<b>FLSA Non-Exempt</b>	
<b>Step</b>	<b>Annual Salary</b>
0	\$28,640
1	\$29,398
2	\$30,156
3	\$30,914
4	\$31,672
5	\$32,430
6	\$33,188
7	\$33,946
8	\$34,704
9	\$35,462
10	\$36,220
11	\$36,978
12	\$37,737
13	\$38,495
14	\$39,253
15	\$40,011
16	\$40,769
17	\$41,527
18	\$42,285
19	\$43,043
20	\$43,801
21	\$44,559
22	\$45,317
23	\$46,075
24	\$46,833
25	\$47,591
26	\$48,349
27	\$49,107
28	\$49,865

<b>A5: Middle School</b>	
<b>FLSA Non-Exempt</b>	
<b>Step</b>	<b>Salary</b>
0	\$29,907
1	\$30,759
2	\$31,611
3	\$32,503
4	\$33,395
5	\$34,286
6	\$35,178
7	\$36,070
8	\$36,962
9	\$37,853
10	\$38,745
11	\$39,635
12	\$40,527
13	\$41,418
14	\$42,312
15	\$43,202
16	\$44,094
17	\$44,985
18	\$45,877
19	\$46,768
20	\$47,660
21	\$48,552
22	\$49,444
23	\$50,335
24	\$51,227
25	\$52,118
26	\$53,010
27	\$53,901
28	\$54,794

<b>A4: High School</b>	
<b>FLSA Non-Exempt</b>	
<b>Step</b>	<b>Salary</b>
0	\$32,144
1	\$33,175
2	\$34,207
3	\$35,238
4	\$36,295
5	\$37,358
6	\$38,421
7	\$39,485
8	\$40,547
9	\$41,610
10	\$42,674
11	\$43,738
12	\$44,801
13	\$45,865
14	\$46,928
15	\$47,990
16	\$49,054
17	\$50,117
18	\$51,181
19	\$52,245
20	\$53,308
21	\$54,372
22	\$55,435
23	\$56,497
24	\$57,561
25	\$58,624
26	\$59,688
27	\$60,752
28	\$61,815

LPN	
FLSA Non-Exempt	
Step	Annual Salary
0	\$37,010
1	\$37,354
2	\$37,702
3	\$38,050
4	\$38,397
5	\$38,745
6	\$39,092
7	\$39,440
8	\$39,903
9	\$40,366
10	\$40,830
11	\$41,293
12	\$41,756
13	\$42,220
14	\$42,799
15	\$43,378
16	\$43,957
17	\$44,536
18	\$45,115
19	\$45,694
20	\$46,274
21	\$46,853
22	\$47,432
23	\$48,127
24	\$48,822
25	\$49,517
26	\$50,212
27	\$50,907
28	\$51,602

Enrollment Adjustment	
0-250	\$0
251-400	\$450
401-550	\$650
551-700	\$850
700-850	\$1,050
851-1000	\$1,350
1000+	\$1,750

N2: Nurse	
FLSA Non-Exempt	
Step	Annual Salary
0	\$42,802
1	\$43,146
2	\$43,494
3	\$43,841
4	\$44,189
5	\$44,536
6	\$44,884
7	\$45,231
8	\$45,694
9	\$46,158
10	\$46,621
11	\$47,084
12	\$47,548
13	\$48,011
14	\$48,590
15	\$49,169
16	\$49,748
17	\$50,328
18	\$50,907
19	\$51,486
20	\$52,065
21	\$52,644
22	\$53,223
23	\$53,918
24	\$54,613
25	\$55,308
26	\$56,003
27	\$56,698
28	\$57,393

Enrollment Adjustment	
0-250	\$0
251-400	\$500
401-550	\$750
551-700	\$1,000
700-850	\$1,250
851-1000	\$1,500
1000+	\$2,000

# SCHOOL NURSE

<b>N3: Nurse Manager</b>	
<b>FLSA Exempt</b>	
<b>Step</b>	<b>Annual Salary</b>
<b>0</b>	<b>\$49,450</b>
<b>1</b>	<b>\$49,806</b>
<b>2</b>	<b>\$50,165</b>
<b>3</b>	<b>\$50,524</b>
<b>4</b>	<b>\$50,883</b>
<b>5</b>	<b>\$51,240</b>
<b>6</b>	<b>\$51,600</b>
<b>7</b>	<b>\$51,959</b>
<b>8</b>	<b>\$52,437</b>
<b>9</b>	<b>\$52,915</b>
<b>10</b>	<b>\$53,394</b>
<b>11</b>	<b>\$53,873</b>
<b>12</b>	<b>\$54,351</b>
<b>13</b>	<b>\$54,830</b>
<b>14</b>	<b>\$55,427</b>
<b>15</b>	<b>\$56,026</b>
<b>16</b>	<b>\$56,623</b>
<b>17</b>	<b>\$57,222</b>
<b>18</b>	<b>\$57,820</b>
<b>19</b>	<b>\$58,417</b>
<b>20</b>	<b>\$59,015</b>
<b>21</b>	<b>\$59,614</b>
<b>22</b>	<b>\$60,212</b>
<b>23</b>	<b>\$60,930</b>
<b>24</b>	<b>\$61,648</b>
<b>25</b>	<b>\$62,364</b>
<b>26</b>	<b>\$63,082</b>
<b>27</b>	<b>\$63,800</b>
<b>28</b>	<b>\$64,517</b>

<b>SSO: School Security Officer</b>	
<b>FLSA Non-Exempt</b>	
<b>Step</b>	<b>Annual Salary</b>
<b>0</b>	<b>\$35,373</b>
<b>1</b>	<b>\$36,087</b>
<b>2</b>	<b>\$36,802</b>
<b>3</b>	<b>\$37,516</b>
<b>4</b>	<b>\$38,231</b>
<b>5</b>	<b>\$38,945</b>
<b>6</b>	<b>\$39,695</b>
<b>7</b>	<b>\$40,181</b>
<b>8</b>	<b>\$40,667</b>
<b>9</b>	<b>\$41,153</b>
<b>10</b>	<b>\$41,641</b>
<b>11</b>	<b>\$42,127</b>
<b>12</b>	<b>\$42,613</b>
<b>13</b>	<b>\$43,099</b>
<b>14</b>	<b>\$43,585</b>
<b>15</b>	<b>\$44,071</b>
<b>16</b>	<b>\$44,557</b>
<b>17</b>	<b>\$45,043</b>
<b>18</b>	<b>\$45,530</b>
<b>19</b>	<b>\$46,016</b>
<b>20</b>	<b>\$46,502</b>
<b>21</b>	<b>\$46,988</b>
<b>22</b>	<b>\$47,474</b>
<b>23</b>	<b>\$47,960</b>
<b>24</b>	<b>\$48,446</b>
<b>25</b>	<b>\$48,932</b>
<b>26</b>	<b>\$49,420</b>
<b>27</b>	<b>\$49,906</b>
<b>28</b>	<b>\$50,392</b>

<b>S2: Secretary - 12 month</b>	
<b>FLSA Non-Exempt</b>	
<b>Step</b>	<b>Annual Salary</b>
0	\$27,755
1	\$28,476
2	\$29,198
3	\$29,955
4	\$30,712
5	\$31,469
6	\$32,260
7	\$33,039
8	\$33,819
9	\$34,598
10	\$35,378
11	\$36,158
12	\$36,937
13	\$37,717
14	\$38,496
15	\$39,276
16	\$40,055
17	\$40,835
18	\$41,615
19	\$42,394
20	\$43,174
21	\$43,953
22	\$44,733
23	\$45,513
24	\$46,292
25	\$47,072
26	\$47,851
27	\$48,631
28	\$49,411

<b>S3: Secretary - 220 days</b>	
<b>FLSA Non-Exempt</b>	
<b>Step</b>	<b>Annual Salary</b>
0	\$23,485
1	\$24,095
2	\$24,706
3	\$25,346
4	\$25,987
5	\$26,628
6	\$27,297
7	\$27,956
8	\$28,616
9	\$29,275
10	\$29,935
11	\$30,596
12	\$31,255
13	\$31,915
14	\$32,574
15	\$33,234
16	\$33,893
17	\$34,553
18	\$35,213
19	\$35,872
20	\$36,532
21	\$37,191
22	\$37,851
23	\$38,511
24	\$39,170
25	\$39,830
26	\$40,489
27	\$41,150
28	\$41,810

<b>S4: Secretary- 200 days</b>	
<b>FLSA Non-Exempt</b>	
<b>Step</b>	<b>Annual Salary</b>
0	\$21,350
1	\$21,905
2	\$22,460
3	\$23,042
4	\$23,625
5	\$24,207
6	\$24,816
7	\$25,415
8	\$26,015
9	\$26,614
10	\$27,214
11	\$27,814
12	\$28,413
13	\$29,013
14	\$29,612
15	\$30,213
16	\$30,812
17	\$31,412
18	\$32,012
19	\$32,611
20	\$33,211
21	\$33,810
22	\$34,410
23	\$35,010
24	\$35,609
25	\$36,209
26	\$36,808
27	\$37,409
28	\$38,009

# SECRETARY

<b>S1- Secretary to Superintendent/Board Clerk</b>	
<b>FLSA Exempt</b>	
<b>Step</b>	<b>2024-2025</b>
0	\$47,745
1	\$48,889
2	\$50,033
3	\$51,177
4	\$52,322
5	\$53,467
6	\$54,612
7	\$55,757
8	\$56,901
9	\$58,046
10	\$59,191
11	\$60,336
12	\$61,481
13	\$62,624
14	\$63,769
15	\$64,914
16	\$66,059
17	\$67,204
18	\$68,349
19	\$69,493
20	\$70,638
21	\$71,783
22	\$72,928
23	\$74,073
24	\$75,218
25	\$76,361
26	\$77,506
27	\$78,651
28	\$79,796

<b>CO4: Specialist</b>	
<b>Masters - 10 month</b>	
<b>FLSA Exempt</b>	
<b>Step</b>	<b>Annual Salary</b>
0	\$57,584
1	\$58,792
2	\$60,000
3	\$61,208
4	\$62,416
5	\$63,624
6	\$64,832
7	\$66,040
8	\$67,248
9	\$68,456
10	\$69,664
11	\$70,872
12	\$72,081
13	\$73,288
14	\$74,496
15	\$75,705
16	\$76,912
17	\$78,120
18	\$79,329
19	\$80,536
20	\$81,745
21	\$82,953
22	\$84,161
23	\$85,369
24	\$86,577
25	\$87,785
26	\$88,993
27	\$90,201
28	\$91,409

<b>CO2: Specialist</b>	
<b>Masters - 10 1/2 Months</b>	
<b>FLSA Exempt</b>	
<b>Step</b>	<b>Annual Salary</b>
0	\$60,462
1	\$61,731
2	\$63,000
3	\$64,269
4	\$65,537
5	\$66,805
6	\$68,073
7	\$69,342
8	\$70,610
9	\$71,878
10	\$73,148
11	\$74,416
12	\$75,685
13	\$76,953
14	\$78,221
15	\$79,490
16	\$80,758
17	\$82,026
18	\$83,295
19	\$84,563
20	\$85,833
21	\$87,101
22	\$88,369
23	\$89,638
24	\$90,906
25	\$92,174
26	\$93,443
27	\$94,711
28	\$95,979

<b>CO1: Specialist</b>	
<b>Masters - 11 Months</b>	
<b>FLSA Exempt</b>	
<b>Step</b>	<b>Annual Salary</b>
0	\$63,341
1	\$64,670
2	\$66,000
3	\$67,329
4	\$68,658
5	\$69,986
6	\$71,315
7	\$72,644
8	\$73,973
9	\$75,301
10	\$76,631
11	\$77,959
12	\$79,289
13	\$80,617
14	\$81,946
15	\$83,275
16	\$84,604
17	\$85,932
18	\$87,262
19	\$88,590
20	\$89,920
21	\$91,248
22	\$92,577
23	\$93,906
24	\$95,235
25	\$96,563
26	\$97,893
27	\$99,221
28	\$100,549

**SPECIALIST**  
**BCBA, OT/PT, PSYCHOLOGIST, SOCIAL WORKER**

<b>SSC-Student Support Coach</b>	
<b>10 Month</b>	
<b>FLSA Exempt</b>	
<b>Step</b>	<b>2024-2025</b>
0	\$53,328
1	\$53,591
2	\$53,854
3	\$54,143
4	\$54,432
5	\$54,747
6	\$55,062
7	\$55,440
8	\$55,818
9	\$56,197
10	\$56,696
11	\$57,195
12	\$57,767
13	\$58,340
14	\$58,912
15	\$59,569
16	\$60,226
17	\$60,882
18	\$61,696
19	\$62,511
20	\$63,325
21	\$64,139
22	\$65,032
23	\$65,925
24	\$66,818
25	\$67,711
26	\$68,604
27	\$69,523
28	\$70,443

**STUDENT SUPPORT COACH**

<b>P3: Supervisor</b>	
<b>FLSA Exempt</b>	
<b>Step</b>	<b>Annual Salary</b>
0	\$100,237
1	\$101,051
2	\$101,866
3	\$102,720
4	\$103,575
5	\$104,430
6	\$105,286
7	\$106,141
8	\$106,998
9	\$107,854
10	\$108,709
11	\$109,565
12	\$110,422
13	\$111,277
14	\$112,133
15	\$112,989
16	\$113,845
17	\$114,701
18	\$115,557
19	\$116,412
20	\$117,269
21	\$118,125
22	\$118,980
23	\$119,836
24	\$120,691
25	\$121,548
26	\$122,404
27	\$123,259
28	\$124,115

# SUPERVISOR

<b>NE1: Network Engineer</b>	
<b>FLSA Exempt</b>	
<b>Step</b>	<b>Annual Salary</b>
0	\$75,023
1	\$76,011
2	\$77,009
3	\$78,007
4	\$79,005
5	\$80,003
6	\$81,001
7	\$81,999
8	\$82,997
9	\$83,995
10	\$84,994
11	\$85,992
12	\$86,990
13	\$87,988
14	\$88,986
15	\$89,984
16	\$90,982
17	\$91,980
18	\$92,978
19	\$93,976
20	\$94,974
21	\$95,972
22	\$96,970
23	\$97,968
24	\$98,967
25	\$99,965
26	\$100,963
27	\$101,961
28	\$102,959

<b>CNS: Computer/Network Specialist</b>	
<b>FLSA Non-Exempt</b>	
<b>Step</b>	<b>Annual Salary</b>
0	\$49,467
1	\$50,478
2	\$51,489
3	\$52,550
4	\$53,611
5	\$54,725
6	\$56,027
7	\$57,140
8	\$58,255
9	\$59,369
10	\$60,483
11	\$61,597
12	\$62,711
13	\$63,825
14	\$64,940
15	\$66,053
16	\$67,168
17	\$68,282
18	\$69,396
19	\$70,510
20	\$71,624
21	\$72,739
22	\$73,854
23	\$74,967
24	\$76,082
25	\$77,196
26	\$78,310
27	\$79,424
28	\$80,538

<b>TSS: Technology Support Specialist</b>	
<b>FLSA Non-Exempt</b>	
<b>Step</b>	<b>Annual Salary</b>
0	\$45,370
1	\$46,151
2	\$46,932
3	\$47,752
4	\$48,612
5	\$49,506
6	\$50,383
7	\$51,260
8	\$52,136
9	\$53,012
10	\$53,889
11	\$54,766
12	\$55,643
13	\$56,520
14	\$57,396
15	\$58,272
16	\$59,149
17	\$60,026
18	\$60,903
19	\$61,780
20	\$62,656
21	\$63,533
22	\$64,409
23	\$65,286
24	\$66,163
25	\$67,040
26	\$67,916
27	\$68,793
28	\$69,669

<b>TDS: Testing and Data Specialist</b>	
<b>FLSA Non-Exempt</b>	
<b>Step</b>	<b>Annual Salary</b>
0	\$45,105
1	\$45,982
2	\$46,859
3	\$47,736
4	\$48,613
5	\$49,506
6	\$50,383
7	\$51,260
8	\$52,136
9	\$53,012
10	\$53,889
11	\$54,766
12	\$55,643
13	\$56,520
14	\$57,396
15	\$58,272
16	\$59,149
17	\$60,026
18	\$60,903
19	\$61,780
20	\$62,656
21	\$63,533
22	\$64,409
23	\$65,286
24	\$66,163
25	\$67,040
26	\$67,916
27	\$68,793
28	\$69,669

**TESTING AND DATA SPECIALIST**

<b>Systemwide</b>	<b>Rate/ Amount</b>
<b>Daily Substitute Aide</b>	<b>\$90</b>
<b>Daily Substitute Teacher - w/Active VA Teaching License</b>	<b>\$125</b>
<b>Daily Substitute Teacher - Bachelor's Degree</b>	<b>\$115</b>
<b>Daily Substitute Teacher - Associate's Degree</b>	<b>\$100</b>
<b>Daily Substitute Teacher - No Degree</b>	<b>\$95</b>
<b>Daily Substitute Nurse</b>	<b>\$120</b>
<b>Long-Term Daily Substitute Nurse</b>	<b>\$130</b>
<b>Long-Term Daily Substitute Aide</b>	<b>\$112</b>
<b>Long-Term Daily Substitute Teacher - w/Active VA Teaching License</b>	<b>\$190</b>
<b>Long-Term Daily Substitute Teacher - Bachelor's Degree</b>	<b>\$185</b>
<b>Long-Term Daily Substitute Teacher - Associate's Degree</b>	<b>\$155</b>
<b>Long-Term Daily Substitute Teacher - No Degree</b>	<b>\$125</b>
<b>IA Sub for Teacher (Daily)</b>	<b>\$20</b>
<b>Teacher - Extra Block/Hourly</b>	<b>\$23</b>
<b>Hourly Behind the Wheel</b>	<b>\$23</b>
<b>Hourly Clerical (including substitutes)</b>	<b>\$15</b>
<b>Hourly Curriculum Committee (June)</b>	<b>\$25</b>
<b>Hourly Custodian (including substitutes and facility use)</b>	<b>\$14</b>
<b>Hourly Extended Learning - Teachers</b>	<b>\$23</b>
<b>Hourly Food Service (including substitutes)</b>	<b>\$14</b>
<b>Hourly Nurses (including substitutes)</b>	<b>\$16</b>
<b>Hourly Summer Maintenance</b>	<b>\$15</b>
<b>Hourly Head Start Substitute</b>	<b>\$14</b>
<b>All In Tutoring - w/VA Teaching License or Retired Teacher</b>	<b>\$40</b>
<b>All in Tutoring - w/Bachelor's Degree or higher (no teaching license)</b>	<b>\$30</b>
<b>All In Tutoring</b>	<b>\$25</b>

**SUPPLEMENTAL**