



Roanoke County Public Schools

Pay Plan

2025-2026

School Board Approved on May 22, 2025

Roanoke County Public Schools
Teacher, Librarian, School Counselor
Annual Salary - 200 Day Contract 7.33 Hours Per Day

| Year | BACHELOR (T1) | BA+12 T2 (T1 + \$600) | BA+24 T3 (T1 +\$1,200) | MASTER T4 (T1 +\$2,400) | DOCTOR T5 (T1 +\$4,000) |
|-------------|----------------------|------------------------------|-------------------------------|--------------------------------|--------------------------------|
| 1 | \$47,938 | \$48,538 | \$49,138 | \$50,338 | \$51,938 |
| 2 | \$48,705 | \$49,305 | \$49,905 | \$51,105 | \$52,705 |
| 3 | \$49,485 | \$50,085 | \$50,685 | \$51,885 | \$53,485 |
| 4 | \$50,276 | \$50,876 | \$51,476 | \$52,676 | \$54,276 |
| 5 | \$51,081 | \$51,681 | \$52,281 | \$53,481 | \$55,081 |
| 6 | \$51,898 | \$52,498 | \$53,098 | \$54,298 | \$55,898 |
| 7 | \$52,729 | \$53,329 | \$53,929 | \$55,129 | \$56,729 |
| 8 | \$53,572 | \$54,172 | \$54,772 | \$55,972 | \$57,572 |
| 9 | \$54,429 | \$55,029 | \$55,629 | \$56,829 | \$58,429 |
| 10 | \$55,300 | \$55,900 | \$56,500 | \$57,700 | \$59,300 |
| 11 | \$56,185 | \$56,785 | \$57,385 | \$58,585 | \$60,185 |
| 12 | \$57,084 | \$57,684 | \$58,284 | \$59,484 | \$61,084 |
| 13 | \$57,997 | \$58,597 | \$59,197 | \$60,397 | \$61,997 |
| 14 | \$58,925 | \$59,525 | \$60,125 | \$61,325 | \$62,925 |
| 15 | \$59,868 | \$60,468 | \$61,068 | \$62,268 | \$63,868 |
| 16 | \$60,826 | \$61,426 | \$62,026 | \$63,226 | \$64,826 |
| 17 | \$61,799 | \$62,399 | \$62,999 | \$64,199 | \$65,799 |
| 18 | \$62,788 | \$63,388 | \$63,988 | \$65,188 | \$66,788 |
| 19 | \$63,793 | \$64,393 | \$64,993 | \$66,193 | \$67,793 |
| 20 | \$64,813 | \$65,413 | \$66,013 | \$67,213 | \$68,813 |
| 21 | \$65,850 | \$66,450 | \$67,050 | \$68,250 | \$69,850 |
| 22 | \$66,904 | \$67,504 | \$68,104 | \$69,304 | \$70,904 |
| 23 | \$67,974 | \$68,574 | \$69,174 | \$70,374 | \$71,974 |
| 24 | \$69,062 | \$69,662 | \$70,262 | \$71,462 | \$73,062 |
| 25 | \$70,167 | \$70,767 | \$71,367 | \$72,567 | \$74,167 |
| 26 | \$71,290 | \$71,890 | \$72,490 | \$73,690 | \$75,290 |
| 27 | \$72,430 | \$73,030 | \$73,630 | \$74,830 | \$76,430 |
| 28 | \$73,589 | \$74,189 | \$74,789 | \$75,989 | \$77,589 |
| 29 | \$74,767 | \$75,367 | \$75,967 | \$77,167 | \$78,767 |
| 30 | \$75,963 | \$76,563 | \$77,163 | \$78,363 | \$79,963 |
| 31 | \$77,178 | \$77,778 | \$78,378 | \$79,578 | \$81,178 |

Non-Teaching Job Positions (Grade and Work Schedule)

| Title | Grade | Work Schedule | | Min Annual Salary | Max Annual Salary | Overtime Status |
|------------------------------------|-------|-----------------|---------------------------------------|-------------------|-------------------|-----------------|
| | | Contracted Days | Contracted Hours (Excluding Lunch) | | | |
| Building Custodian | 109 | 260 | 8 | \$34,570 | \$55,286 | Non-Exempt |
| Bus Aide | 109 | 188 | 5 | \$15,623 | \$24,985 | Non-Exempt |
| Courier | 109 | 260 | 8 | \$34,570 | \$55,286 | Non-Exempt |
| Nutrition Associate | 109 | 188 | 5 | \$15,623 | \$24,985 | Non-Exempt |
| Lead Nutrition Associate | 110 | 188 | 7 | \$22,964 | \$36,730 | Non-Exempt |
| Administrative Assistant | 112 | 210 | 8 | \$32,323 | \$51,694 | Non-Exempt |
| Administrative Assistant | 112 | 260 | 8 | \$40,019 | \$64,002 | Non-Exempt |
| Attendance Clerk | 112 | 200 | 8 | \$30,784 | \$49,232 | Non-Exempt |
| Filter Changer | 112 | 260 | 8 | \$40,019 | \$64,002 | Non-Exempt |
| Instructional Assistant Elementary | 112 | 200 | 6.83 | \$26,282 | \$42,032 | Non-Exempt |
| Instructional Assistant Elementary | 112 | 186 | 6.83 | \$24,442 | \$39,090 | Non-Exempt |
| Instructional Assistant Part-Time | 112 | 181 | 5 | \$17,412 | \$27,847 | Non-Exempt |
| Instructional Assistant Secondary | 112 | 186 | 7.33 | \$26,231 | \$41,951 | Non-Exempt |
| ABA Coach / ABA Coach School Based | 113 | 186 | 7.33 | \$27,540 | \$44,051 | Non-Exempt |
| Administrative Analyst | 113 | 260 | 8 | \$42,016 | \$67,205 | Non-Exempt |
| Behavior Coach / PBIS Coach | 113 | 186 | 7.33 | \$27,540 | \$44,051 | Non-Exempt |
| Behavior Coach PreSchool | 113 | 186 | 6.83 | \$25,662 | \$41,046 | Non-Exempt |
| Bookkeeper | 113 | 260 | 8 | \$42,016 | \$67,205 | Non-Exempt |
| Front Office / Bookkeeper | 113 | 260 | 8 | \$42,016 | \$67,205 | Non-Exempt |
| Non-CDL Driver | 113 | 188 | 5 | \$18,988 | \$30,371 | Non-Exempt |
| Building Manager | 114 | 260 | 8 | \$44,117 | \$70,554 | Non-Exempt |
| Bus Driver | 114 | 188 | 5 | \$24,214 | \$31,885 | Non-Exempt |
| Bus Driver | 114 | 188 | 8 | \$39,375 | \$51,016 | Non-Exempt |
| Equipment Operator | 114 | 260 | 8 | \$44,117 | \$70,554 | Non-Exempt |
| Transportation Lot Attendant | 114 | 260 | 8 | \$54,454 | \$70,554 | Non-Exempt |
| Administrative Specialist | 115 | 260 | 8 | \$46,322 | \$74,090 | Non-Exempt |
| Background Attendance Manager | 115 | 260 | 8 | \$46,322 | \$74,090 | Non-Exempt |
| Braille Specialist | 115 | 200 | 7.33 | \$32,648 | \$52,219 | Non-Exempt |
| Carpenter | 115 | 260 | 8 | \$46,322 | \$74,090 | Non-Exempt |
| Nutrition Manager | 115 | 192 | 8 | \$34,207 | \$54,712 | Non-Exempt |
| Painter | 115 | 260 | 8 | \$46,322 | \$74,090 | Non-Exempt |
| Plumber | 115 | 260 | 8 | \$46,322 | \$74,090 | Non-Exempt |
| Transportation Mechanic I | 115 | 260 | 8 | \$46,322 | \$74,090 | Non-Exempt |
| Warehouse Foreman | 115 | 260 | 8 | \$46,322 | \$74,090 | Non-Exempt |
| Water Works Operator | 115 | 260 | 8 | \$46,322 | \$74,090 | Non-Exempt |
| Audio-Visual Specialist | 117 | 260 | 8 | \$51,064 | \$81,682 | Non-Exempt |
| Electrician | 117 | 260 | 8 | \$51,064 | \$81,682 | Non-Exempt |
| HVAC Technician | 117 | 260 | 8 | \$51,064 | \$81,682 | Non-Exempt |
| Lead Carpenter | 117 | 260 | 8 | \$51,064 | \$81,682 | Non-Exempt |
| Lead Painter | 117 | 260 | 8 | \$51,064 | \$81,682 | Non-Exempt |
| Lead Plumber | 117 | 260 | 8 | \$51,064 | \$81,682 | Non-Exempt |
| Locksmith | 117 | 260 | 8 | \$51,064 | \$81,682 | Non-Exempt |

Non-Teaching Job Positions (Grade and Work Schedule)

| Title | Grade | Work Schedule | | Min Annual Salary | Max Annual Salary | Overtime Status |
|-----------------------------------------------|-------|-----------------|---------------------------------------|-------------------|-------------------|-----------------|
| | | Contracted Days | Contracted Hours (Excluding Lunch) | | | |
| Nurtition Equipment Technician | 117 | 260 | 8 | \$51,064 | \$81,682 | Non-Exempt |
| Project Specialist | 117 | 260 | 8 | \$51,064 | \$81,682 | Non-Exempt |
| Technology Technician | 117 | 260 | 8 | \$51,064 | \$81,682 | Non-Exempt |
| Transportation Assistant Route Manager | 117 | 260 | 8 | \$51,064 | \$81,682 | Non-Exempt |
| Transportation Body Repair | 117 | 260 | 8 | \$51,064 | \$81,682 | Non-Exempt |
| Transportation Camera Technician | 117 | 260 | 8 | \$51,064 | \$81,682 | Non-Exempt |
| Transportation Mechanic II | 117 | 260 | 8 | \$51,064 | \$81,682 | Non-Exempt |
| Welder/Small Engine | 117 | 260 | 8 | \$51,064 | \$81,682 | Non-Exempt |
| Lead Electrician | 118 | 260 | 8 | \$53,622 | \$85,758 | Non-Exempt |
| Lead HVAC | 118 | 260 | 8 | \$53,622 | \$85,758 | Non-Exempt |
| Lead Transportation Mechanic | 118 | 260 | 8 | \$53,622 | \$85,758 | Non-Exempt |
| Transportation Parts Manager | 118 | 260 | 8 | \$53,622 | \$85,758 | Non-Exempt |
| Nutrition Field Manager | 119 | 260 | 8 | \$56,306 | \$90,043 | Non-Exempt |
| Print Shop Specialist | 119 | 260 | 8 | \$56,306 | \$90,043 | Non-Exempt |
| Transportation Shop Foreman | 119 | 260 | 8 | \$56,306 | \$90,043 | Non-Exempt |
| Assistant Physical Therapist | 120 | 200 | 8 | \$45,472 | \$72,736 | Exempt |
| Assistant Speech Language Pathologist | 120 | 187 | 7.33 | \$38,956 | \$62,312 | Exempt |
| Certified Occupational Therapist Assistant | 120 | 210 | 8 | \$47,746 | \$76,373 | Exempt |
| Grants Manager | 120 | 260 | 8 | \$59,114 | \$94,557 | Exempt |
| Human Resources Licensure Manager | 120 | 260 | 8 | \$59,114 | \$94,557 | Exempt |
| Human Resources VRS Manager | 120 | 260 | 8 | \$59,114 | \$94,557 | Exempt |
| Medicaid Manager | 120 | 260 | 8 | \$59,114 | \$94,557 | Exempt |
| SIS General and Special Education Managers | 120 | 260 | 8 | \$59,114 | \$94,557 | Exempt |
| 504 Facilitator and Assessment Support | 122 | 200 | 7.33 | \$45,930 | \$73,476 | Exempt |
| Assistant to the Superintendent / Clerk of SB | 122 | 260 | 8 | \$65,166 | \$104,250 | Exempt |
| Interpreter | 122 | 186 | 7.33 | \$42,715 | \$68,333 | Exempt |
| Technology Analyst | 122 | 260 | 8 | \$65,166 | \$104,250 | Exempt |
| Transportation Route Manager | 122 | 260 | 8 | \$65,166 | \$104,250 | Exempt |
| Truancy and Intervention Specialist | 122 | 240 | 8 | \$60,154 | \$96,230 | Exempt |
| Assistant Supervisor of Maintenance | 123 | 260 | 8 | \$68,432 | \$109,450 | Exempt |
| Autism Program Manager | 123 | 220 | 7.5 | \$54,285 | \$86,823 | Exempt |
| Board Certified Behavior Analyst | 123 | 220 | 7.5 | \$54,285 | \$86,823 | Exempt |
| Nurse | 123 | 200 | 7.33 | \$48,231 | \$77,141 | Exempt |
| Nutrition Operations Manager | 123 | 260 | 8 | \$68,432 | \$109,450 | Exempt |
| Nutrition Program Manager | 123 | 260 | 8 | \$68,432 | \$109,450 | Exempt |
| Preschool Program Manager | 123 | 240 | 8 | \$63,168 | \$101,030 | Exempt |
| School Counseling Coordinator | 123 | 240 | 7.5 | \$59,220 | \$94,716 | Exempt |
| Social Worker | 123 | 240 | 8 | \$63,168 | \$101,030 | Exempt |
| Work-Based Learning Coordinator | 123 | 200 | 7.33 | \$48,231 | \$77,141 | Exempt |
| Athletic Director | 124 | 240 | 8 | \$67,411 | \$107,808 | Exempt |
| Dean of Alternative Programs / ASTEP | 124 | 240 | 8 | \$67,411 | \$107,808 | Exempt |

Non-Teaching Job Positions (Grade and Work Schedule)

| Title | Grade | Work Schedule | | Min Annual Salary | Max Annual Salary | Overtime Status |
|----------------------------------------------|-------|-----------------|---------------------------------------|-------------------|-------------------|-----------------|
| | | Contracted Days | Contracted Hours (Excluding Lunch) | | | |
| Dean of Students | 124 | 210 | 8 | \$58,985 | \$94,332 | Exempt |
| Lead Nurse | 124 | 200 | 7.33 | \$51,471 | \$82,316 | Exempt |
| Life Counselor | 124 | 200 | 7.33 | \$51,471 | \$82,316 | Exempt |
| Occupational/Physical Therapist | 124 | 210 | 8 | \$58,985 | \$94,332 | Exempt |
| School Psychologist | 124 | 220 | 7.5 | \$57,932 | \$92,648 | Exempt |
| Speech Pathologist | 124 | 200 | 7.5 | \$57,105 | \$84,225 | Exempt |
| Technology Manager | 124 | 260 | 8 | \$73,029 | \$116,792 | Exempt |
| Technology Network Manager | 124 | 260 | 8 | \$73,029 | \$116,792 | Exempt |
| Assistant Principal Elementary | 125 | 230 | 8 | \$66,737 | \$106,757 | Exempt |
| Assistant Principal Secondary | 125 | 260 | 8 | \$75,442 | \$120,682 | Exempt |
| Construction Project Manager | 125 | 260 | 8 | \$75,442 | \$120,682 | Exempt |
| Coordinator of School Business Relations | 125 | 220 | 5 | \$39,897 | \$63,822 | Exempt |
| Human Resources Benefits Manager | 125 | 260 | 8 | \$75,442 | \$120,682 | Exempt |
| Human Resources Payroll Manager | 125 | 260 | 8 | \$75,442 | \$120,682 | Exempt |
| Nurse Manager | 125 | 240 | 8 | \$69,638 | \$111,398 | Exempt |
| District Data Base Administrator | 126 | 260 | 8 | \$79,206 | \$126,714 | Exempt |
| Finance Manager | 126 | 260 | 8 | \$79,206 | \$126,714 | Exempt |
| Human Resources Systems Manager | 126 | 260 | 8 | \$79,206 | \$126,714 | Exempt |
| Supervisor of Art | 126 | 220 | 8 | \$67,021 | \$107,219 | Exempt |
| Supervisor of Career & Technical Ed. | 126 | 240 | 8 | \$73,114 | \$116,966 | Exempt |
| Supervisor of English Language Learners | 126 | 220 | 8 | \$67,021 | \$107,219 | Exempt |
| Supervisor of English & RCPS Online | 126 | 260 | 8 | \$79,206 | \$126,714 | Exempt |
| Supervisor of Health, PE, & Drivers Ed. | 126 | 220 | 8 | \$67,021 | \$107,219 | Exempt |
| Supervisor of Maintenance | 126 | 260 | 8 | \$79,206 | \$126,714 | Exempt |
| Supervisor of Mathematics | 126 | 240 | 8 | \$73,114 | \$116,966 | Exempt |
| Supervisor of Music & Performing Arts | 126 | 240 | 8 | \$73,114 | \$116,966 | Exempt |
| Supervisor of Nutrition | 126 | 260 | 8 | \$79,206 | \$126,714 | Exempt |
| Supervisor of Science | 126 | 240 | 8 | \$73,114 | \$116,966 | Exempt |
| Supervisor of Social Studies | 126 | 240 | 8 | \$73,114 | \$116,966 | Exempt |
| Supervisor of Special Education | 126 | 260 | 8 | \$79,206 | \$126,714 | Exempt |
| Supervisor of Transportation | 126 | 260 | 8 | \$79,206 | \$126,714 | Exempt |
| Supervisor of Warehouse & Custodial Services | 126 | 260 | 8 | \$79,206 | \$126,714 | Exempt |
| Associate Director | 127 | 260 | 8 | \$83,179 | \$133,037 | Exempt |
| Director of Community Relations | 128 | 260 | 8 | \$87,339 | \$139,693 | Exempt |
| Principal of Elementary School | 128 | 260 | 8 | \$87,339 | \$139,693 | Exempt |
| Principal of Middle School | 130 | 260 | 8 | \$96,283 | \$154,003 | Exempt |
| Principal of High School | 132 | 260 | 8 | \$106,163 | \$169,790 | Exempt |
| Director | 133 | 260 | 8 | \$111,467 | \$178,277 | Exempt |
| Executive Director | 135 | 260 | 8 | \$122,886 | \$196,560 | Exempt |
| Assistant Superintendent | 137 | 260 | 8 | \$135,470 | \$216,694 | Exempt |
| Deputy Superintendent | 138 | 260 | 8 | \$142,251 | \$227,531 | Exempt |

| STEP | GRADE 109 | | | | GRADE 110 | | | GRADE 112 | | | | | |
|------|-----------|---------------------|---------------------|--|-----------|---------------------|--|-----------|---------------------|------------------------|------------------------|------------------------|---------------------|
| | | 188 Days 5 Hours | 260 Days 8 Hours | | | 188 Days 7 Hours | | | 181 Days 5 Hours | 186 Days 6.83 Hours | 186 Days 7.33 Hours | 200 Days 6.83 Hours | 200 Days 8 Hours |
| | Hourly | Annually | Annually | | Hourly | Annually | | Hourly | Annually | Annually | Annually | Annually | Annually |
| A | \$16.62 | \$15,623 | \$34,570 | | \$17.45 | \$22,964 | | \$19.24 | \$17,412 | \$24,442 | \$26,231 | \$26,282 | \$30,784 |
| B | \$16.89 | \$15,877 | \$35,131 | | \$17.74 | \$23,346 | | \$19.55 | \$17,693 | \$24,836 | \$26,654 | \$26,705 | \$31,280 |
| C | \$17.17 | \$16,140 | \$35,714 | | \$18.02 | \$23,714 | | \$19.87 | \$17,982 | \$25,242 | \$27,090 | \$27,142 | \$31,792 |
| D | \$17.45 | \$16,403 | \$36,296 | | \$18.32 | \$24,109 | | \$20.20 | \$18,281 | \$25,662 | \$27,540 | \$27,593 | \$32,320 |
| E | \$17.73 | \$16,666 | \$36,878 | | \$18.62 | \$24,504 | | \$20.53 | \$18,580 | \$26,081 | \$27,990 | \$28,044 | \$32,848 |
| F | \$18.02 | \$16,939 | \$37,482 | | \$18.92 | \$24,899 | | \$20.86 | \$18,878 | \$26,500 | \$28,440 | \$28,495 | \$33,376 |
| G | \$18.32 | \$17,221 | \$38,106 | | \$19.23 | \$25,307 | | \$21.20 | \$19,186 | \$26,932 | \$28,904 | \$28,959 | \$33,920 |
| H | \$18.61 | \$17,493 | \$38,709 | | \$19.54 | \$25,715 | | \$21.55 | \$19,503 | \$27,377 | \$29,381 | \$29,437 | \$34,480 |
| I | \$18.92 | \$17,785 | \$39,354 | | \$19.86 | \$26,136 | | \$21.90 | \$19,820 | \$27,821 | \$29,858 | \$29,915 | \$35,040 |
| J | \$19.23 | \$18,076 | \$39,998 | | \$20.19 | \$26,570 | | \$22.26 | \$20,145 | \$28,279 | \$30,349 | \$30,407 | \$35,616 |
| K | \$19.54 | \$18,368 | \$40,643 | | \$20.52 | \$27,004 | | \$22.62 | \$20,471 | \$28,736 | \$30,840 | \$30,899 | \$36,192 |
| L | \$19.86 | \$18,668 | \$41,309 | | \$20.85 | \$27,439 | | \$22.99 | \$20,806 | \$29,206 | \$31,344 | \$31,404 | \$36,784 |
| M | \$20.18 | \$18,969 | \$41,974 | | \$21.19 | \$27,886 | | \$23.37 | \$21,150 | \$29,689 | \$31,862 | \$31,923 | \$37,392 |
| N | \$20.51 | \$19,279 | \$42,661 | | \$21.54 | \$28,347 | | \$23.75 | \$21,494 | \$30,172 | \$32,380 | \$32,443 | \$38,000 |
| O | \$20.85 | \$19,599 | \$43,368 | | \$21.89 | \$28,807 | | \$24.13 | \$21,838 | \$30,654 | \$32,898 | \$32,962 | \$38,608 |
| P | \$21.19 | \$19,919 | \$44,075 | | \$22.25 | \$29,281 | | \$24.53 | \$22,200 | \$31,162 | \$33,444 | \$33,508 | \$39,248 |
| Q | \$21.53 | \$20,238 | \$44,782 | | \$22.61 | \$29,755 | | \$24.93 | \$22,562 | \$31,671 | \$33,989 | \$34,054 | \$39,888 |
| R | \$21.89 | \$20,577 | \$45,531 | | \$22.98 | \$30,242 | | \$25.34 | \$22,933 | \$32,191 | \$34,548 | \$34,614 | \$40,544 |
| S | \$22.24 | \$20,906 | \$46,259 | | \$23.36 | \$30,742 | | \$25.75 | \$23,304 | \$32,712 | \$35,107 | \$35,175 | \$41,200 |
| T | \$22.61 | \$21,253 | \$47,029 | | \$23.74 | \$31,242 | | \$26.17 | \$23,684 | \$33,246 | \$35,680 | \$35,748 | \$41,872 |
| U | \$22.98 | \$21,601 | \$47,798 | | \$24.12 | \$31,742 | | \$26.60 | \$24,073 | \$33,792 | \$36,266 | \$36,336 | \$42,560 |
| V | \$23.35 | \$21,949 | \$48,568 | | \$24.52 | \$32,268 | | \$27.03 | \$24,462 | \$34,338 | \$36,852 | \$36,923 | \$43,248 |
| W | \$23.73 | \$22,306 | \$49,358 | | \$24.92 | \$32,795 | | \$27.47 | \$24,860 | \$34,897 | \$37,452 | \$37,524 | \$43,952 |
| X | \$24.12 | \$22,673 | \$50,170 | | \$25.33 | \$33,334 | | \$27.92 | \$25,268 | \$35,469 | \$38,066 | \$38,139 | \$44,672 |
| Y | \$24.51 | \$23,039 | \$50,981 | | \$25.74 | \$33,874 | | \$28.38 | \$25,684 | \$36,053 | \$38,693 | \$38,767 | \$45,408 |
| Z | \$24.91 | \$23,415 | \$51,813 | | \$26.16 | \$34,427 | | \$28.84 | \$26,100 | \$36,638 | \$39,320 | \$39,395 | \$46,144 |
| ZA | \$25.32 | \$23,801 | \$52,666 | | \$26.59 | \$34,992 | | \$29.31 | \$26,526 | \$37,235 | \$39,961 | \$40,037 | \$46,896 |
| ZB | \$25.73 | \$24,186 | \$53,518 | | \$27.02 | \$35,558 | | \$29.79 | \$26,960 | \$37,845 | \$40,615 | \$40,693 | \$47,664 |
| ZC | \$26.15 | \$24,581 | \$54,392 | | \$27.46 | \$36,137 | | \$30.28 | \$27,403 | \$38,467 | \$41,283 | \$41,362 | \$48,448 |
| ZD | \$26.58 | \$24,985 | \$55,286 | | \$27.91 | \$36,730 | | \$30.77 | \$27,847 | \$39,090 | \$41,951 | \$42,032 | \$49,232 |

Please use these pages to find the salary for each Grade and Work Schedule

| STEP | GRADE 112 | | | | GRADE 113 | | | | | GRADE 114 | | | |
|------|-----------|---------------------|---------------------|---------------------|-----------|------------------------|------------------------|---------------------|---------------------|-----------|---------------------|---------------------|---------------------|
| | | 200 Days 8 Hours | 210 Days 8 Hours | 260 Days 8 Hours | | 186 Days 6.83 Hours | 186 Days 7.33 Hours | 188 Days 5 Hours | 260 Days 8 Hours | | 188 Days 5 Hours | 188 Days 8 Hours | 260 Days 8 Hours |
| | Hourly | Annually | Annually | Annually | Hourly | Annually | Annually | Annually | Annually | Hourly | Annually | Annually | Annually |
| A | \$19.24 | \$30,784 | \$32,323 | \$40,019 | \$20.20 | \$25,662 | \$27,540 | \$18,988 | \$42,016 | \$21.21 | \$19,937 | \$31,900 | \$44,117 |
| B | \$19.55 | \$31,280 | \$32,844 | \$40,664 | \$20.53 | \$26,081 | \$27,990 | \$19,298 | \$42,702 | \$21.56 | \$20,266 | \$32,426 | \$44,845 |
| C | \$19.87 | \$31,792 | \$33,382 | \$41,330 | \$20.86 | \$26,500 | \$28,440 | \$19,608 | \$43,389 | \$21.91 | \$20,595 | \$32,953 | \$45,573 |
| D | \$20.20 | \$32,320 | \$33,936 | \$42,016 | \$21.21 | \$26,945 | \$28,917 | \$19,937 | \$44,117 | \$22.27 | \$20,934 | \$33,494 | \$46,322 |
| E | \$20.53 | \$32,848 | \$34,490 | \$42,702 | \$21.55 | \$27,377 | \$29,381 | \$20,257 | \$44,824 | \$22.63 | \$21,272 | \$34,036 | \$47,070 |
| F | \$20.86 | \$33,376 | \$35,045 | \$43,389 | \$21.90 | \$27,821 | \$29,858 | \$20,586 | \$45,552 | \$23.00 | \$21,620 | \$34,592 | \$47,840 |
| G | \$21.20 | \$33,920 | \$35,616 | \$44,096 | \$22.26 | \$28,279 | \$30,349 | \$20,924 | \$46,301 | \$23.37 | \$21,968 | \$35,148 | \$48,610 |
| H | \$21.55 | \$34,480 | \$36,204 | \$44,824 | \$22.62 | \$28,736 | \$30,840 | \$21,263 | \$47,050 | \$23.75 | \$22,325 | \$35,720 | \$49,400 |
| I | \$21.90 | \$35,040 | \$36,792 | \$45,552 | \$22.99 | \$29,206 | \$31,344 | \$21,611 | \$47,819 | \$24.14 | \$22,692 | \$36,307 | \$50,211 |
| J | \$22.26 | \$35,616 | \$37,397 | \$46,301 | \$23.37 | \$29,689 | \$31,862 | \$21,968 | \$48,610 | \$24.54 | \$23,068 | \$36,908 | \$51,043 |
| K | \$22.62 | \$36,192 | \$38,002 | \$47,050 | \$23.75 | \$30,172 | \$32,380 | \$22,325 | \$49,400 | \$24.94 | \$23,444 | \$37,510 | \$51,875 |
| L | \$22.99 | \$36,784 | \$38,623 | \$47,819 | \$24.14 | \$30,667 | \$32,912 | \$22,692 | \$50,211 | \$25.34 | \$23,820 | \$38,111 | \$52,707 |
| M | \$23.37 | \$37,392 | \$39,262 | \$48,610 | \$24.53 | \$31,162 | \$33,444 | \$23,058 | \$51,022 | \$25.76 | \$24,214 | \$38,743 | \$53,581 |
| N | \$23.75 | \$38,000 | \$39,900 | \$49,400 | \$24.93 | \$31,671 | \$33,989 | \$23,434 | \$51,854 | \$26.18 | \$24,609 | \$39,375 | \$54,454 |
| O | \$24.13 | \$38,608 | \$40,538 | \$50,190 | \$25.34 | \$32,191 | \$34,548 | \$23,820 | \$52,707 | \$26.61 | \$25,013 | \$40,021 | \$55,349 |
| P | \$24.53 | \$39,248 | \$41,210 | \$51,022 | \$25.75 | \$32,712 | \$35,107 | \$24,205 | \$53,560 | \$27.04 | \$25,418 | \$40,668 | \$56,243 |
| Q | \$24.93 | \$39,888 | \$41,882 | \$51,854 | \$26.17 | \$33,246 | \$35,680 | \$24,600 | \$54,434 | \$27.48 | \$25,831 | \$41,330 | \$57,158 |
| R | \$25.34 | \$40,544 | \$42,571 | \$52,707 | \$26.60 | \$33,792 | \$36,266 | \$25,004 | \$55,328 | \$27.93 | \$26,254 | \$42,007 | \$58,094 |
| S | \$25.75 | \$41,200 | \$43,260 | \$53,560 | \$27.04 | \$34,351 | \$36,866 | \$25,418 | \$56,243 | \$28.39 | \$26,687 | \$42,699 | \$59,051 |
| T | \$26.17 | \$41,872 | \$43,966 | \$54,434 | \$27.48 | \$34,910 | \$37,466 | \$25,831 | \$57,158 | \$28.85 | \$27,119 | \$43,390 | \$60,008 |
| U | \$26.60 | \$42,560 | \$44,688 | \$55,328 | \$27.93 | \$35,482 | \$38,079 | \$26,254 | \$58,094 | \$29.32 | \$27,561 | \$44,097 | \$60,986 |
| V | \$27.03 | \$43,248 | \$45,410 | \$56,222 | \$28.38 | \$36,053 | \$38,693 | \$26,677 | \$59,030 | \$29.80 | \$28,012 | \$44,819 | \$61,984 |
| W | \$27.47 | \$43,952 | \$46,150 | \$57,138 | \$28.85 | \$36,650 | \$39,334 | \$27,119 | \$60,008 | \$30.29 | \$28,473 | \$45,556 | \$63,003 |
| X | \$27.92 | \$44,672 | \$46,906 | \$58,074 | \$29.32 | \$37,248 | \$39,974 | \$27,561 | \$60,986 | \$30.78 | \$28,933 | \$46,293 | \$64,022 |
| Y | \$28.38 | \$45,408 | \$47,678 | \$59,030 | \$29.79 | \$37,845 | \$40,615 | \$28,003 | \$61,963 | \$31.28 | \$29,403 | \$47,045 | \$65,062 |
| Z | \$28.84 | \$46,144 | \$48,451 | \$59,987 | \$30.28 | \$38,467 | \$41,283 | \$28,463 | \$62,982 | \$31.79 | \$29,883 | \$47,812 | \$66,123 |
| ZA | \$29.31 | \$46,896 | \$49,241 | \$60,965 | \$30.78 | \$39,102 | \$41,965 | \$28,933 | \$64,022 | \$32.31 | \$30,371 | \$48,594 | \$67,205 |
| ZB | \$29.79 | \$47,664 | \$50,047 | \$61,963 | \$31.28 | \$39,737 | \$42,647 | \$29,403 | \$65,062 | \$32.84 | \$30,870 | \$49,391 | \$68,307 |
| ZC | \$30.28 | \$48,448 | \$50,870 | \$62,982 | \$31.79 | \$40,385 | \$43,342 | \$29,883 | \$66,123 | \$33.38 | \$31,377 | \$50,204 | \$69,430 |
| ZD | \$30.77 | \$49,232 | \$51,694 | \$64,002 | \$32.31 | \$41,046 | \$44,051 | \$30,371 | \$67,205 | \$33.92 | \$31,885 | \$51,016 | \$70,554 |

Please use these pages to find the salary for each Grade and Work Schedule

| | GRADE 115 | | | | | GRADE 117 | | | GRADE 118 | | | GRADE 119 | |
|------|-----------|---------------------|------------------------|---------------------|--|-----------|---------------------|--|-----------|---------------------|--|-----------|---------------------|
| | | 192 Days 8 Hours | 200 Days 7.33 Hours | 260 Days 8 Hours | | | 260 Days 8 Hours | | | 260 Days 8 Hours | | | 260 Days 8 Hours |
| STEP | Hourly | Annually | Annually | Annually | | Hourly | Annually | | Hourly | Annually | | Hourly | Annually |
| A | \$22.27 | \$34,207 | \$32,648 | \$46,322 | | \$24.55 | \$51,064 | | \$25.78 | \$53,622 | | \$27.07 | \$56,306 |
| B | \$22.63 | \$34,760 | \$33,176 | \$47,070 | | \$24.95 | \$51,896 | | \$26.20 | \$54,496 | | \$27.51 | \$57,221 |
| C | \$23.00 | \$35,328 | \$33,718 | \$47,840 | | \$25.36 | \$52,749 | | \$26.63 | \$55,390 | | \$27.96 | \$58,157 |
| D | \$23.38 | \$35,912 | \$34,275 | \$48,630 | | \$25.77 | \$53,602 | | \$27.06 | \$56,285 | | \$28.42 | \$59,114 |
| E | \$23.76 | \$36,495 | \$34,832 | \$49,421 | | \$26.19 | \$54,475 | | \$27.50 | \$57,200 | | \$28.88 | \$60,070 |
| F | \$24.15 | \$37,094 | \$35,404 | \$50,232 | | \$26.62 | \$55,370 | | \$27.95 | \$58,136 | | \$29.35 | \$61,048 |
| G | \$24.54 | \$37,693 | \$35,976 | \$51,043 | | \$27.06 | \$56,285 | | \$28.41 | \$59,093 | | \$29.83 | \$62,046 |
| H | \$24.94 | \$38,308 | \$36,562 | \$51,875 | | \$27.50 | \$57,200 | | \$28.87 | \$60,050 | | \$30.32 | \$63,066 |
| I | \$25.35 | \$38,938 | \$37,163 | \$52,728 | | \$27.95 | \$58,136 | | \$29.34 | \$61,027 | | \$30.81 | \$64,085 |
| J | \$25.76 | \$39,567 | \$37,764 | \$53,581 | | \$28.40 | \$59,072 | | \$29.82 | \$62,026 | | \$31.32 | \$65,146 |
| K | \$26.18 | \$40,212 | \$38,380 | \$54,454 | | \$28.87 | \$60,050 | | \$30.31 | \$63,045 | | \$31.83 | \$66,206 |
| L | \$26.61 | \$40,873 | \$39,010 | \$55,349 | | \$29.34 | \$61,027 | | \$30.81 | \$64,085 | | \$32.35 | \$67,288 |
| M | \$27.05 | \$41,549 | \$39,655 | \$56,264 | | \$29.82 | \$62,026 | | \$31.31 | \$65,125 | | \$32.87 | \$68,370 |
| N | \$27.49 | \$42,225 | \$40,300 | \$57,179 | | \$30.30 | \$63,024 | | \$31.82 | \$66,186 | | \$33.41 | \$69,493 |
| O | \$27.94 | \$42,916 | \$40,960 | \$58,115 | | \$30.80 | \$64,064 | | \$32.34 | \$67,267 | | \$33.96 | \$70,637 |
| P | \$28.39 | \$43,607 | \$41,620 | \$59,051 | | \$31.30 | \$65,104 | | \$32.87 | \$68,370 | | \$34.51 | \$71,781 |
| Q | \$28.86 | \$44,329 | \$42,309 | \$60,029 | | \$31.81 | \$66,165 | | \$33.40 | \$69,472 | | \$35.07 | \$72,946 |
| R | \$29.33 | \$45,051 | \$42,998 | \$61,006 | | \$32.33 | \$67,246 | | \$33.95 | \$70,616 | | \$35.65 | \$74,152 |
| S | \$29.81 | \$45,788 | \$43,701 | \$62,005 | | \$32.86 | \$68,349 | | \$34.50 | \$71,760 | | \$36.23 | \$75,358 |
| T | \$30.29 | \$46,525 | \$44,405 | \$63,003 | | \$33.40 | \$69,472 | | \$35.07 | \$72,946 | | \$36.82 | \$76,586 |
| U | \$30.79 | \$47,293 | \$45,138 | \$64,043 | | \$33.94 | \$70,595 | | \$35.64 | \$74,131 | | \$37.42 | \$77,834 |
| V | \$31.29 | \$48,061 | \$45,871 | \$65,083 | | \$34.50 | \$71,760 | | \$36.22 | \$75,338 | | \$38.03 | \$79,102 |
| W | \$31.80 | \$48,845 | \$46,619 | \$66,144 | | \$35.06 | \$72,925 | | \$36.81 | \$76,565 | | \$38.65 | \$80,392 |
| X | \$32.32 | \$49,644 | \$47,381 | \$67,226 | | \$35.63 | \$74,110 | | \$37.41 | \$77,813 | | \$39.28 | \$81,702 |
| Y | \$32.85 | \$50,458 | \$48,158 | \$68,328 | | \$36.22 | \$75,338 | | \$38.03 | \$79,102 | | \$39.93 | \$83,054 |
| Z | \$33.39 | \$51,287 | \$48,950 | \$69,451 | | \$36.81 | \$76,565 | | \$38.65 | \$80,392 | | \$40.58 | \$84,406 |
| ZA | \$33.93 | \$52,116 | \$49,741 | \$70,574 | | \$37.41 | \$77,813 | | \$39.28 | \$81,702 | | \$41.24 | \$85,779 |
| ZB | \$34.48 | \$52,961 | \$50,548 | \$71,718 | | \$38.02 | \$79,082 | | \$39.92 | \$83,034 | | \$41.91 | \$87,173 |
| ZC | \$35.05 | \$53,837 | \$51,383 | \$72,904 | | \$38.64 | \$80,371 | | \$40.57 | \$84,386 | | \$42.60 | \$88,608 |
| ZD | \$35.62 | \$54,712 | \$52,219 | \$74,090 | | \$39.27 | \$81,682 | | \$41.23 | \$85,758 | | \$43.29 | \$90,043 |

Please use these pages to find the salary for each Grade and Work Schedule

| | GRADE 120 | | | | Grade 122 | | | | GRADE 123 | |
|------|------------------------|---------------------|---------------------|---------------------|------------------------|------------------------|---------------------|---------------------|------------------------|-----------------------|
| | 187 Days 7.33 Hours | 200 Days 8 Hours | 210 Days 8 Hours | 260 Days 8 Hours | 186 Days 7.33 Hours | 200 Days 7.33 Hours | 240 Days 8 Hours | 260 Days 8 Hours | 200 Days 7.33 Hours | 220 Days 7.5 Hours |
| STEP | Annually | Annually | Annually | Annually | Annually | Annually | Annually | Annually | Annually | Annually |
| A | \$38,956 | \$45,472 | \$47,746 | \$59,114 | \$42,715 | \$45,930 | \$60,154 | \$65,166 | \$48,231 | \$54,285 |
| B | \$39,586 | \$46,208 | \$48,518 | \$60,070 | \$43,410 | \$46,677 | \$61,133 | \$66,227 | \$49,023 | \$55,176 |
| C | \$40,244 | \$46,976 | \$49,325 | \$61,069 | \$44,133 | \$47,454 | \$62,150 | \$67,330 | \$49,815 | \$56,067 |
| D | \$40,902 | \$47,744 | \$50,131 | \$62,067 | \$44,842 | \$48,217 | \$63,149 | \$68,411 | \$50,636 | \$56,991 |
| E | \$41,560 | \$48,512 | \$50,938 | \$63,066 | \$45,578 | \$49,008 | \$64,186 | \$69,534 | \$51,457 | \$57,915 |
| F | \$42,245 | \$49,312 | \$51,778 | \$64,106 | \$46,328 | \$49,815 | \$65,242 | \$70,678 | \$52,292 | \$58,856 |
| G | \$42,931 | \$50,112 | \$52,618 | \$65,146 | \$47,078 | \$50,621 | \$66,298 | \$71,822 | \$53,157 | \$59,829 |
| H | \$43,630 | \$50,928 | \$53,474 | \$66,206 | \$47,841 | \$51,442 | \$67,373 | \$72,987 | \$54,022 | \$60,803 |
| I | \$44,342 | \$51,760 | \$54,348 | \$67,288 | \$48,632 | \$52,292 | \$68,486 | \$74,194 | \$54,902 | \$61,793 |
| J | \$45,069 | \$52,608 | \$55,238 | \$68,390 | \$49,423 | \$53,143 | \$69,600 | \$75,400 | \$55,796 | \$62,799 |
| K | \$45,809 | \$53,472 | \$56,146 | \$69,514 | \$50,227 | \$54,007 | \$70,733 | \$76,627 | \$56,705 | \$63,822 |
| L | \$46,549 | \$54,336 | \$57,053 | \$70,637 | \$51,045 | \$54,887 | \$71,885 | \$77,875 | \$57,643 | \$64,878 |
| M | \$47,317 | \$55,232 | \$57,994 | \$71,802 | \$51,877 | \$55,781 | \$73,056 | \$79,144 | \$58,581 | \$65,934 |
| N | \$48,085 | \$56,128 | \$58,934 | \$72,966 | \$52,736 | \$56,705 | \$74,266 | \$80,454 | \$59,534 | \$67,007 |
| O | \$48,866 | \$57,040 | \$59,892 | \$74,152 | \$53,594 | \$57,628 | \$75,475 | \$81,765 | \$60,502 | \$68,096 |
| P | \$49,675 | \$57,984 | \$60,883 | \$75,379 | \$54,467 | \$58,567 | \$76,704 | \$83,096 | \$61,499 | \$69,218 |
| Q | \$50,483 | \$58,928 | \$61,874 | \$76,606 | \$55,353 | \$59,520 | \$77,952 | \$84,448 | \$62,496 | \$70,340 |
| R | \$51,306 | \$59,888 | \$62,882 | \$77,854 | \$56,267 | \$60,502 | \$79,238 | \$85,842 | \$63,522 | \$71,495 |
| S | \$52,142 | \$60,864 | \$63,907 | \$79,123 | \$57,180 | \$61,484 | \$80,525 | \$87,235 | \$64,563 | \$72,666 |
| T | \$52,992 | \$61,856 | \$64,949 | \$80,413 | \$58,107 | \$62,481 | \$81,830 | \$88,650 | \$65,604 | \$73,838 |
| U | \$53,855 | \$62,864 | \$66,007 | \$81,723 | \$59,062 | \$63,507 | \$83,174 | \$90,106 | \$66,688 | \$75,059 |
| V | \$54,732 | \$63,888 | \$67,082 | \$83,054 | \$60,030 | \$64,548 | \$84,538 | \$91,582 | \$67,773 | \$76,280 |
| W | \$55,637 | \$64,944 | \$68,191 | \$84,427 | \$61,011 | \$65,604 | \$85,920 | \$93,080 | \$68,873 | \$77,517 |
| X | \$56,542 | \$66,000 | \$69,300 | \$85,800 | \$62,007 | \$66,674 | \$87,322 | \$94,598 | \$70,002 | \$78,788 |
| Y | \$57,460 | \$67,072 | \$70,426 | \$87,194 | \$63,015 | \$67,759 | \$88,742 | \$96,138 | \$71,145 | \$80,075 |
| Z | \$58,406 | \$68,176 | \$71,585 | \$88,629 | \$64,038 | \$68,858 | \$90,182 | \$97,698 | \$72,303 | \$81,378 |
| ZA | \$59,352 | \$69,280 | \$72,744 | \$90,064 | \$65,088 | \$69,987 | \$91,661 | \$99,299 | \$73,491 | \$82,715 |
| ZB | \$60,325 | \$70,416 | \$73,937 | \$91,541 | \$66,151 | \$71,130 | \$93,158 | \$100,922 | \$74,693 | \$84,068 |
| ZC | \$61,312 | \$71,568 | \$75,146 | \$93,038 | \$67,228 | \$72,288 | \$94,675 | \$102,565 | \$75,909 | \$85,437 |
| ZD | \$62,312 | \$72,736 | \$76,373 | \$94,557 | \$68,333 | \$73,476 | \$96,230 | \$104,250 | \$77,141 | \$86,823 |

Please use these pages to find the salary for each Grade and Work Schedule

| | GRADE 123 | | | | | GRADE 124 | | | | | |
|------|---------------------|-----------------------|---------------------|---------------------|--|------------------------|-----------------------|---------------------|-----------------------|---------------------|---------------------|
| | 220 Days 8 Hours | 240 Days 7.5 Hours | 240 Days 8 Hours | 260 Days 8 Hours | | 200 Days 7.33 Hours | 200 Days 7.5 Hours | 210 Days 8 Hours | 220 Days 7.5 Hours | 240 Days 8 Hours | 260 Days 8 Hours |
| STEP | Annually | Annually | Annually | Annually | | Annually | Annually | Annually | Annually | Annually | Annually |
| A | \$57,904 | \$59,220 | \$63,168 | \$68,432 | | \$51,471 | | \$58,985 | \$57,932 | \$67,411 | \$73,029 |
| B | \$58,854 | \$60,192 | \$64,205 | \$69,555 | | \$52,307 | | \$59,942 | \$58,872 | \$68,506 | \$74,214 |
| C | \$59,805 | \$61,164 | \$65,242 | \$70,678 | | \$53,157 | | \$60,917 | \$59,829 | \$69,619 | \$75,421 |
| D | \$60,790 | \$62,172 | \$66,317 | \$71,843 | | \$54,037 | | \$61,925 | \$60,819 | \$70,771 | \$76,669 |
| E | \$61,776 | \$63,180 | \$67,392 | \$73,008 | | \$54,916 | | \$62,933 | \$61,809 | \$71,923 | \$77,917 |
| F | \$62,779 | \$64,206 | \$68,486 | \$74,194 | | \$55,811 | \$57,105 | \$63,958 | \$62,816 | \$73,094 | \$79,186 |
| G | \$63,818 | \$65,268 | \$69,619 | \$75,421 | | \$56,720 | \$58,035 | \$64,999 | \$63,839 | \$74,285 | \$80,475 |
| H | \$64,856 | \$66,330 | \$70,752 | \$76,648 | | \$57,643 | \$58,980 | \$66,058 | \$64,878 | \$75,494 | \$81,786 |
| I | \$65,912 | \$67,410 | \$71,904 | \$77,896 | | \$58,596 | \$59,955 | \$67,150 | \$65,951 | \$76,742 | \$83,138 |
| J | \$66,986 | \$68,508 | \$73,075 | \$79,165 | | \$59,549 | \$60,930 | \$68,242 | \$67,023 | \$77,990 | \$84,490 |
| K | \$68,077 | \$69,624 | \$74,266 | \$80,454 | | \$60,516 | \$61,920 | \$69,350 | \$68,112 | \$79,258 | \$85,862 |
| L | \$69,203 | \$70,776 | \$75,494 | \$81,786 | | \$61,499 | \$62,925 | \$70,476 | \$69,218 | \$80,544 | \$87,256 |
| M | \$70,330 | \$71,928 | \$76,723 | \$83,117 | | \$62,510 | \$63,960 | \$71,635 | \$70,356 | \$81,869 | \$88,691 |
| N | \$71,474 | \$73,098 | \$77,971 | \$84,469 | | \$63,536 | \$65,010 | \$72,811 | \$71,511 | \$83,213 | \$90,147 |
| O | \$72,635 | \$74,286 | \$79,238 | \$85,842 | | \$64,563 | \$66,060 | \$73,987 | \$72,666 | \$84,557 | \$91,603 |
| P | \$73,832 | \$75,510 | \$80,544 | \$87,256 | | \$65,618 | \$67,140 | \$75,197 | \$73,854 | \$85,939 | \$93,101 |
| Q | \$75,029 | \$76,734 | \$81,850 | \$88,670 | | \$66,688 | \$68,235 | \$76,423 | \$75,059 | \$87,341 | \$94,619 |
| R | \$76,261 | \$77,994 | \$83,194 | \$90,126 | | \$67,788 | \$69,360 | \$77,683 | \$76,296 | \$88,781 | \$96,179 |
| S | \$77,510 | \$79,272 | \$84,557 | \$91,603 | | \$68,887 | \$70,485 | \$78,943 | \$77,534 | \$90,221 | \$97,739 |
| T | \$78,760 | \$80,550 | \$85,920 | \$93,080 | | \$70,016 | \$71,640 | \$80,237 | \$78,804 | \$91,699 | \$99,341 |
| U | \$80,062 | \$81,882 | \$87,341 | \$94,619 | | \$71,160 | \$72,810 | \$81,547 | \$80,091 | \$93,197 | \$100,963 |
| V | \$81,365 | \$83,214 | \$88,762 | \$96,158 | | \$72,318 | \$73,995 | \$82,874 | \$81,395 | \$94,714 | \$102,606 |
| W | \$82,685 | \$84,564 | \$90,202 | \$97,718 | | \$73,505 | \$75,210 | \$84,235 | \$82,731 | \$96,269 | \$104,291 |
| X | \$84,040 | \$85,950 | \$91,680 | \$99,320 | | \$74,707 | \$76,440 | \$85,613 | \$84,084 | \$97,843 | \$105,997 |
| Y | \$85,413 | \$87,354 | \$93,178 | \$100,942 | | \$75,924 | \$77,685 | \$87,007 | \$85,454 | \$99,437 | \$107,723 |
| Z | \$86,803 | \$88,776 | \$94,694 | \$102,586 | | \$77,156 | \$78,945 | \$88,418 | \$86,840 | \$101,050 | \$109,470 |
| ZA | \$88,229 | \$90,234 | \$96,250 | \$104,270 | | \$78,416 | \$80,235 | \$89,863 | \$88,259 | \$102,701 | \$111,259 |
| ZB | \$89,672 | \$91,710 | \$97,824 | \$105,976 | | \$79,706 | \$81,555 | \$91,342 | \$89,711 | \$104,390 | \$113,090 |
| ZC | \$91,133 | \$93,204 | \$99,418 | \$107,702 | | \$80,997 | \$82,875 | \$92,820 | \$91,163 | \$106,080 | \$114,920 |
| ZD | \$92,611 | \$94,716 | \$101,030 | \$109,450 | | \$82,316 | \$84,225 | \$94,332 | \$92,648 | \$107,808 | \$116,792 |

Please use these pages to find the salary for each Grade and Work Schedule

| | GRADE 125 | | | | GRADE 126 | | | | GRADE 127 | | | GRADE 128 | |
|------|---------------------|---------------------|---------------------|--|---------------------|---------------------|---------------------|--|---------------------|------|--|---------------------|--|
| | 230 Days 8 Hours | 240 Days 8 Hours | 260 Days 8 Hours | | 220 Days 8 Hours | 240 Days 8 Hours | 260 Days 8 Hours | | 260 Days 8 Hours | | | 260 Days 8 Hours | |
| STEP | Annually | Annually | Annually | | Annually | Annually | Annually | | Annually | STEP | | Annually | |
| A | \$66,737 | \$69,638 | \$75,442 | | \$67,021 | \$73,114 | \$79,206 | | \$83,179 | A | | \$87,339 | |
| B | \$67,822 | \$70,771 | \$76,669 | | \$68,130 | \$74,323 | \$80,517 | | \$84,531 | B | | \$88,754 | |
| C | \$68,945 | \$71,942 | \$77,938 | | \$69,238 | \$75,533 | \$81,827 | | \$85,925 | C | | \$90,210 | |
| D | \$70,067 | \$73,114 | \$79,206 | | \$70,365 | \$76,762 | \$83,158 | | \$87,318 | D | | \$91,686 | |
| E | \$71,208 | \$74,304 | \$80,496 | | \$71,509 | \$78,010 | \$84,510 | | \$88,754 | E | | \$93,184 | |
| F | \$72,367 | \$75,514 | \$81,806 | | \$72,688 | \$79,296 | \$85,904 | | \$90,189 | F | | \$94,702 | |
| G | \$73,545 | \$76,742 | \$83,138 | | \$73,867 | \$80,582 | \$87,298 | | \$91,666 | G | | \$96,242 | |
| H | \$74,759 | \$78,010 | \$84,510 | | \$75,082 | \$81,907 | \$88,733 | | \$93,163 | H | | \$97,822 | |
| I | \$75,974 | \$79,277 | \$85,883 | | \$76,296 | \$83,232 | \$90,168 | | \$94,682 | I | | \$99,424 | |
| J | \$77,206 | \$80,563 | \$87,277 | | \$77,546 | \$84,595 | \$91,645 | | \$96,221 | J | | \$101,046 | |
| K | \$78,476 | \$81,888 | \$88,712 | | \$78,813 | \$85,978 | \$93,142 | | \$97,802 | K | | \$102,690 | |
| L | \$79,746 | \$83,213 | \$90,147 | | \$80,098 | \$87,379 | \$94,661 | | \$99,403 | L | | \$104,374 | |
| M | \$81,052 | \$84,576 | \$91,624 | | \$81,400 | \$88,800 | \$96,200 | | \$101,026 | M | | \$106,080 | |
| N | \$82,377 | \$85,958 | \$93,122 | | \$82,738 | \$90,259 | \$97,781 | | \$102,669 | N | | \$107,806 | |
| O | \$83,720 | \$87,360 | \$94,640 | | \$84,093 | \$91,738 | \$99,382 | | \$104,354 | O | | \$109,554 | |
| P | \$85,100 | \$88,800 | \$96,200 | | \$85,466 | \$93,235 | \$101,005 | | \$106,059 | P | | \$111,342 | |
| Q | \$86,480 | \$90,240 | \$97,760 | | \$86,856 | \$94,752 | \$102,648 | | \$107,786 | Q | | \$113,173 | |
| R | \$87,897 | \$91,718 | \$99,362 | | \$88,282 | \$96,307 | \$104,333 | | \$109,533 | R | | \$115,024 | |
| S | \$89,332 | \$93,216 | \$100,984 | | \$89,725 | \$97,882 | \$106,038 | | \$111,322 | S | | \$116,896 | |
| T | \$90,786 | \$94,733 | \$102,627 | | \$91,186 | \$99,475 | \$107,765 | | \$113,152 | T | | \$118,810 | |
| U | \$92,276 | \$96,288 | \$104,312 | | \$92,664 | \$101,088 | \$109,512 | | \$115,003 | U | | \$120,744 | |
| V | \$93,785 | \$97,862 | \$106,018 | | \$94,178 | \$102,739 | \$111,301 | | \$116,875 | V | | \$122,720 | |
| W | \$95,312 | \$99,456 | \$107,744 | | \$95,726 | \$104,429 | \$113,131 | | \$118,789 | W | | \$124,717 | |
| X | \$96,858 | \$101,069 | \$109,491 | | \$97,293 | \$106,138 | \$114,982 | | \$120,723 | X | | \$126,755 | |
| Y | \$98,440 | \$102,720 | \$111,280 | | \$98,877 | \$107,866 | \$116,854 | | \$122,699 | Y | | \$128,814 | |
| Z | \$100,059 | \$104,410 | \$113,110 | | \$100,496 | \$109,632 | \$118,768 | | \$124,696 | Z | | \$130,936 | |
| ZA | \$101,678 | \$106,099 | \$114,941 | | \$102,133 | \$111,418 | \$120,702 | | \$126,734 | ZA | | \$133,058 | |
| ZB | \$103,353 | \$107,846 | \$116,834 | | \$103,805 | \$113,242 | \$122,678 | | \$128,794 | ZB | | \$135,242 | |
| ZC | \$105,027 | \$109,594 | \$118,726 | | \$105,494 | \$115,085 | \$124,675 | | \$130,894 | ZC | | \$137,446 | |
| ZD | \$106,757 | \$111,398 | \$120,682 | | \$107,219 | \$116,966 | \$126,714 | | \$133,037 | ZD | | \$139,693 | |

Please use these pages to find the salary for each Grade and Work Schedule

| | GRADE 130 | GRADE 132 | GRADE 133 | | GRADE 135 | GRADE 137 | GRADE 138 |
|------|---------------------|---------------------|---------------------|------|---------------------|---------------------|---------------------|
| | 260 Days 8 Hours | 260 Days 8 Hours | 260 Days 8 Hours | | 260 Days 8 Hours | 260 Days 8 Hours | 260 Days 8 Hours |
| STEP | Annually | Annually | Annually | STEP | Annually | Annually | Annually |
| A | \$96,283 | \$106,163 | \$111,467 | A | \$122,886 | \$135,470 | \$142,251 |
| B | \$97,864 | \$107,890 | \$113,277 | B | \$124,883 | \$137,696 | \$144,581 |
| C | \$99,445 | \$109,658 | \$115,128 | C | \$126,922 | \$139,942 | \$146,931 |
| D | \$101,088 | \$111,446 | \$117,000 | D | \$129,002 | \$142,230 | \$149,344 |
| E | \$102,731 | \$113,256 | \$118,914 | E | \$131,102 | \$144,539 | \$151,778 |
| F | \$104,416 | \$115,107 | \$120,869 | F | \$133,245 | \$146,910 | \$154,253 |
| G | \$106,122 | \$116,979 | \$122,845 | G | \$135,429 | \$149,302 | \$156,770 |
| H | \$107,848 | \$118,893 | \$124,842 | H | \$137,634 | \$151,736 | \$159,328 |
| I | \$109,595 | \$120,848 | \$126,880 | I | \$139,880 | \$154,211 | \$161,928 |
| J | \$111,405 | \$122,803 | \$128,960 | J | \$142,168 | \$156,749 | \$164,570 |
| K | \$113,214 | \$124,821 | \$131,061 | K | \$144,498 | \$159,307 | \$167,253 |
| L | \$115,066 | \$126,859 | \$133,203 | L | \$146,848 | \$161,907 | \$169,998 |
| M | \$116,938 | \$128,918 | \$135,366 | M | \$149,240 | \$164,549 | \$172,765 |
| N | \$118,851 | \$131,040 | \$137,592 | N | \$151,674 | \$167,232 | \$175,594 |
| O | \$120,786 | \$133,182 | \$139,838 | O | \$154,170 | \$169,957 | \$178,464 |
| P | \$122,762 | \$135,346 | \$142,106 | P | \$156,686 | \$172,744 | \$181,376 |
| Q | \$124,758 | \$137,550 | \$144,435 | Q | \$159,245 | \$175,552 | \$184,330 |
| R | \$126,797 | \$139,797 | \$146,786 | R | \$161,845 | \$178,422 | \$187,346 |
| S | \$128,877 | \$142,085 | \$149,198 | S | \$164,486 | \$181,334 | \$190,403 |
| T | \$130,978 | \$144,414 | \$151,632 | T | \$167,170 | \$184,288 | \$193,502 |
| U | \$133,120 | \$146,765 | \$154,107 | U | \$169,894 | \$187,304 | \$196,664 |
| V | \$135,283 | \$149,157 | \$156,624 | V | \$172,661 | \$190,362 | \$199,888 |
| W | \$137,509 | \$151,590 | \$159,182 | W | \$175,490 | \$193,482 | \$203,154 |
| X | \$139,755 | \$154,066 | \$161,782 | X | \$178,360 | \$196,643 | \$206,461 |
| Y | \$142,022 | \$156,582 | \$164,424 | Y | \$181,272 | \$199,846 | \$209,830 |
| Z | \$144,352 | \$159,141 | \$167,107 | Z | \$184,226 | \$203,112 | \$213,262 |
| ZA | \$146,702 | \$161,741 | \$169,832 | ZA | \$187,242 | \$206,419 | \$216,736 |
| ZB | \$149,094 | \$164,382 | \$172,598 | ZB | \$190,299 | \$209,789 | \$220,293 |
| ZC | \$151,528 | \$167,066 | \$175,427 | ZC | \$193,398 | \$213,221 | \$223,891 |
| ZD | \$154,003 | \$169,790 | \$178,277 | ZD | \$196,560 | \$216,694 | \$227,531 |

Please use these pages to find the salary for each Grade and Work Schedule

Roanoke County Public Schools Supplements and Other Pay Rates

Teacher & Administration:

| | |
|--------------------------------------------------|----------------|
| Teacher Substitute - degreed | \$140.00 / day |
| Teacher Substitutes - non degreed | \$125.00 / day |
| Long Term & Retired Teacher Substitute | \$200.00 / day |
| Permanent Building Substitute | \$200.00 / day |
| School Administrator - Substitute | \$350.00 / day |
| Curriculum Work | \$20.00 / hour |
| Summer School | \$30.00 / hour |
| Remediation/Tutors During School Day | \$30.00 / hour |
| Remediation/Tutors Outside School Day | \$30.00 / hour |
| Homebound and PALS During School Day | \$30.00 / hour |
| Homebound and PALS Outside School Day | \$30.00 / hour |
| Teacher Other (Student Inst.) During School Day | \$30.00 / hour |
| Teacher Other (Student Inst.) Outside School Day | \$30.00 / hour |
| In-Service Trainer | \$20.00 / hour |
| Teacher Other (Non-Instruction) | \$20.00 / hour |
| | |

Custodian:

| | |
|---------------------------------|------------------|
| Building Custodian - Substitute | \$14.00 / hour |
| Building Custodian - On Call | \$100.00 / month |
| Building Manager - Substitute | \$17.00 / hour |

Transportation:

| | |
|-------------------------------------------|----------------|
| Bus Aide - Substitute & Summer School | \$14.00 / hour |
| Bus Driver - Substitute | \$18.50 / hour |
| Bus Driver - extra runs during school day | \$19.00 / hour |
| Bus Driver - extra runs after school day | \$19.00 / hour |
| Bus Driver - Summer School | \$20.00 / hour |
| Non-CDL or Car Driver - Substitute | \$18.50 / hour |

Nurse:

| | |
|--------------------------|----------------|
| Substitute and Long Term | \$200 / day |
| Nurse - Summer School | \$30.00 / hour |
| | |

Instructional Assist. / ABA Coach / Behav. Coach:

| | |
|----------------------------------------|----------------|
| Substitute Elem. or Sec. and Long Term | \$110.00 / day |
| Summer School / Other | \$20.00 / hour |

Administrative Assistant:

| | |
|-------------------------------------|----------------|
| Substitute Administrative Assistant | \$125.00 / day |
| Long Term Administrative Assistant | \$125.00 / day |

Other:

| | |
|-----------------------------------------------------|---------------------|
| ISAEP | \$30.00 / hour |
| Sign Language | \$30.00 / hour |
| Speech, OT, PT and Psychologist Substitute | \$250.00 / day |
| Summer Speech Pathologis Preschool Evaluation | \$7,500.00 / summer |
| Operations On Call | \$250.00 week |
| Over Night Curricular-Related Activity # | \$100.00 / night |
| Over Night Curricular-Related Activity June/July # | \$300.00 / night |
| # Over Night rate is for eligible CTE Teachers Only | |

Nutrition:

| | |
|----------------------------------|----------------|
| Nutrition Associate - Substitute | \$14.00 / hour |
| Nutrition Manager. - Substitute | \$17.00 / hour |
| Nutrition Associate - Summer | \$19.00 / hour |
| Nutrition Manager. - Summer | \$23.00 / hour |

Region V Adult Ed:

| | |
|-----------------------------------|----------------|
| Part-time Instructor | \$28.00 / hour |
| Part-time Coordinator | \$32.00 / hour |
| Part-time Instructional Assistant | \$20.00 / hour |

Supplements:

| | |
|-----------------------------------------------------------------------------------------------|-------------------|
| Secondary Additional Classes above 6 sections | \$7,500.00 / year |
| National Board Teacher Certification | \$2,500.00 / year |
| Nationally Certified School Psychologist | \$2,500.00 / year |
| Administrative Doctoral Supplement - Onetime single step increase at time of completed degree | |

*Stipends for Classified Employees

| | |
|-----------------------------------|-------------------|
| Multiple School Nutrition Manager | \$2,500.00 / year |
| School Nutrition Certificate | \$0.50 / hour |
| Master's Card | \$286.00 / year |

Supplements and Substitute Rates:

The Pay Plan includes the approved rates for all supplements, stipends, and substitutes to be paid outside a normal contract. Only rates approved in the RCPS Pay Plan are authorized.

* Stipends for Classified Employees will be grandfather to any employee earning this stipend prior to June 30, 2016. Employees hired after July 1, 2017 will not be eligible for this stipend.

Roanoke County Public Schools Academic Stipends

High School

| | |
|--------------------------------|---------|
| Department Head | \$1,500 |
| Junior Class Sponsor | \$1,600 |
| Senior Class Sponsor | \$1,600 |
| Literary Magazine Sponsor | \$1,600 |
| Newspaper Sponsor | \$1,800 |
| SCA Sponsor | \$1,800 |
| Special Education Coordinator* | \$2,800 |
| Theatre** | \$2,000 |
| Web Master | \$1,800 |
| Yearbook Sponsor | \$2,600 |
| Unified Coach | \$900 |

*Special Education Coordinators will receive the Department Head/Grade Level Coordinator Stipend and the Special Education Coordinator Stipend

** Theatre stipend will be paid in 4 installments only after the completion of a school production

Middle School

| | |
|--------------------------------|---------|
| Department Head | \$1,500 |
| Interest Block Coordinator | \$1,500 |
| Newspaper Sponsor | \$1,800 |
| SCA Sponsor | \$1,800 |
| Special Education Coordinator* | \$2,800 |
| Yearbook Sponsor | \$2,600 |
| Web Master | \$1,800 |

Elementary School

| | |
|--------------------------------|---------|
| Grade Level Coordinator | \$1,500 |
| Reading Coach | \$1,500 |
| Special Education Coordinator* | \$2,800 |
| Web Master | \$1,800 |

Other

| | | |
|-------------------------------------------|-------------------|-------------------------------------------------|
| Gifted Coordinator | \$1,600 | Paid throughout the year |
| Math Specialist | \$1,500 | Paid throughout the year |
| OT/PT/Speech/Psych Coordinator | \$1,850 | Paid throughout the year |
| Special Ed Teacher Fully Licensed | \$2,500 | Paid half on December 31st and half on May 31st |
| Special Ed Teacher Provisionally Licensed | \$1,250 | Paid half on December 31st and half on May 31st |
| RBT License | \$1,000 | Paid half on December 31st and half on May 31st |
| Adult Education | \$500 - \$5,000 | Stipend calculated on a per session basis |
| RCPSOnline | \$1,500 - \$4,500 | Stipend based on student enrollment |

| | |
|------------------------------|------------|
| Band Director High School | \$4,600.00 |
| Band Director Middle School | \$3,000.00 |
| Choir Director High School | \$3,000.00 |
| Choir Director Middle School | \$1,800.00 |

If a Band and/or Choir Director is ultimately responsible for the operations of the program at two schools they will get ½ the second school supplement.

**Roanoke County Public Schools
Athletic Stipends**

| High School | | | High School | | | Middle School | | | | | |
|-------------------|---------------|---------|-------------|----------------|---------|-----------------------------------------------------------------------------|---------------|---------|--|--|--|
| Band | Assistant (1) | \$2,500 | Soccer | Head (1) | \$3,400 | Baseball | Head (1) | \$2,400 | | | |
| Band | Auxiliary (2) | \$1,500 | Soccer | Assistant (2) | \$2,400 | Baseball | Assistant (1) | \$1,800 | | | |
| Baseball | Head (1) | \$3,700 | Softball | Head (1) | \$3,700 | Basketball | Head (1) | \$2,400 | | | |
| Baseball | Assistant (2) | \$2,700 | Softball | Assistant (2) | \$2,700 | Basketball | Assistant (1) | \$1,800 | | | |
| Basketball | Head (1) | \$4,600 | Swimming | Head (1) | \$3,200 | Cheerleading - Fall | Head (1) | \$2,000 | | | |
| Basketball | Assistant (2) | \$3,600 | Swimming | Assistant (1) | \$2,400 | Cheerleading - Fall | Assistant (1) | \$1,550 | | | |
| Cheer - Comp Fall | Head (1) | \$3,500 | Tennis | Head (1) | \$3,200 | Cheer - Winter | Head (1) | \$2,000 | | | |
| Cheer - Comp Fall | Assistant (2) | \$2,600 | Track | Head (1) | \$3,500 | Cheer - Winter | Assistant (1) | \$1,550 | | | |
| Cheer – Winter | Head (1) | \$3,500 | Track | Assistant (1)* | \$2,500 | Football | Head (1) | \$3,700 | | | |
| Cheer – Winter | Assistant (2) | \$2,600 | Volleyball | Head (1) | \$3,500 | Football | Assistant (1) | \$2,450 | | | |
| Cross Country | Head (1) | \$2,750 | Volleyball | Assistant (2) | \$2,600 | Soccer | Head (1) | \$2,400 | | | |
| Cross Country | Assistant (1) | \$1,900 | Wrestling | Head (1) | \$3,500 | Soccer | Assistant (1) | \$1,800 | | | |
| Debate | Head (1) | \$1,800 | Wrestling | Assistant (1) | \$2,600 | Softball | Head (1) | \$2,400 | | | |
| E-Sports | Head (1) | \$2,000 | | | | Softball | Assistant (1) | \$1,800 | | | |
| Forensics | Head (1) | \$1,600 | | | | Track | Head (1) | \$2,400 | | | |
| Football | Head (1) | \$6,800 | | | | Track | Assistant (1) | \$1,800 | | | |
| Football | Assistant (5) | \$4,000 | | | | Volleyball | Head (1) | \$2,400 | | | |
| Golf | Head (1) | \$3,000 | | | | Volleyball | Assistant (1) | \$1,800 | | | |
| Indoor Track | Head (1) | \$3,200 | | | | Wrestling | Head (1) | \$2,400 | | | |
| Indoor Track | Assistant (1) | \$2,200 | | | | Wrestling | Assistant (1) | \$1,800 | | | |
| Lacrosse | Head (1) | \$3,300 | | | | * May add an additional Track Assistant if there are more than 50 athletes. | | | | | |
| Lacrosse | Assistant (1) | \$2,300 | | | | | | | | | |
| Scholastic Bowl | Head (1) | \$1,800 | | | | | | | | | |