

Poquoson City Public Schools



PAY PLAN

Fiscal Year 2025-2026

Amended: May 20, 2025

Teacher Salary Schedule

Teacher

Activities Director, High School

Instructional Technology Resource Teacher (ITRT)

Library Media Specialist

Reading Specialist

School Counselor

School Counseling Director

Speech Instructional Specialist

Teacher Salary Schedule

YEARS EXP	Bachelor's Degree	Bachelor's Degree +18	Master's Degree	Master's Degree +Advanced Certificate	Doctoral Degree
0	\$53,966	\$56,053	\$56,835	\$58,577	\$59,714
1	\$54,704	\$56,732	\$57,511	\$59,258	\$60,395
2	\$55,470	\$57,419	\$58,195	\$59,946	\$61,083
3	\$56,313	\$58,263	\$59,120	\$60,643	\$61,777
4	\$57,067	\$59,017	\$59,874	\$61,349	\$62,480
5	\$57,831	\$59,731	\$60,638	\$62,064	\$63,192
6	\$58,561	\$60,453	\$61,266	\$62,787	\$63,913
7	\$59,301	\$61,185	\$62,108	\$63,521	\$64,643
8	\$60,041	\$61,991	\$62,849	\$64,262	\$65,382
9	\$60,754	\$62,704	\$63,500	\$65,013	\$66,129
10	\$61,515	\$63,464	\$64,322	\$65,774	\$66,887
11	\$62,305	\$64,234	\$65,111	\$66,544	\$67,654
12	\$63,058	\$65,012	\$65,789	\$67,273	\$68,430
13	\$63,780	\$65,801	\$66,586	\$68,062	\$69,217
14	\$64,474	\$66,599	\$67,308	\$68,860	\$70,012
15	\$65,291	\$67,408	\$68,097	\$69,670	\$70,819
16	\$66,107	\$68,226	\$68,933	\$70,488	\$71,635
17	\$66,942	\$69,055	\$69,749	\$71,317	\$72,461
18	\$67,778	\$69,893	\$70,585	\$72,156	\$73,297
19	\$68,626	\$70,743	\$71,217	\$73,006	\$74,144
20	\$69,417	\$71,603	\$71,965	\$73,787	\$75,001
21	\$70,174	\$72,474	\$73,114	\$74,658	\$75,870
22	\$71,051	\$73,356	\$73,880	\$75,538	\$76,749
23	\$71,850	\$74,250	\$74,656	\$76,431	\$77,640
24	\$72,748	\$75,153	\$75,555	\$77,335	\$78,541
25	\$73,515	\$76,069	\$76,322	\$78,249	\$79,453
26	\$74,412	\$76,995	\$77,219	\$79,174	\$80,377
27	\$75,343	\$77,933	\$78,087	\$80,112	\$80,894
28	\$76,170	\$78,884	\$78,976	\$81,062	\$81,837
29	\$77,209	\$79,846	\$80,016	\$82,023	\$82,791
30	\$78,173	\$80,819	\$81,244	\$82,996	\$83,756
31	\$79,442	\$81,806	\$82,226	\$83,981	\$84,735
32	\$79,442	\$81,806	\$82,226	\$83,981	\$84,735
33	\$79,442	\$81,806	\$82,226	\$83,981	\$84,735
34	\$79,442	\$81,806	\$82,226	\$83,981	\$84,735
35	\$79,442	\$81,806	\$82,226	\$83,981	\$84,735

Supplements:	
Certificate of Clinical Competence – Speech Language Pathologist	\$1,000
National Certified School Psychologist	\$1,750

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

Guidelines for Extra Days

Position	Number of Extra Days *
Athletic Director	30
Assistant Principals, All Schools	10
Band Director, High School	20
Instructional Technology Resource Teacher (ITRT)	20
Library Media Specialist	10
Marketing Director, High School	10
School Counselor, High School	25
School Counseling Director, High School	25
School Counselor, Middle School	10
School Counseling Director, Middle School	20
Special Education & Related Services Instructional Support Specialist	10
Speech Language Pathologist	10

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

Positions with Extra Day Supplements

Position	Supplement
Athletic Director, Per Season-Fall, Winter, Spring	\$1,335 per Season
Band Director, High School	\$4,000
Band Director, Middle School	\$2,750
Chorus Director, High School	\$4,000
Chorus Director, Middle School	\$2,750
Marching Band Director, High School	\$4,500
Nurse Coordinator	\$1,200
Special Education & Related Services Instructional Support Specialist	\$4,500
School Counseling Director, High School	\$3,500
School Counseling Director, Middle School	\$3,500
Teacher – Additional Class Period	\$5,000

Non-Licensed Employees and Administrators

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

Grade	Title	FLSA Status	Days Per Year	Daily Hours	Min. Hourly Rate	Min. Salary Range	Max. Salary Range
107	Office Clerk *	N	210	8	\$ 16.90	\$ 28,392	\$ 45,446
108	Paraprofessional	N	187	7.25	\$ 17.44	\$ 23,644	\$ 44,696
108	Secretary, Secondary	N	248	8	\$ 17.76	\$ 35,236	\$ 56,353
108	Secretary/Bookkeeper, Elem	N	248	8	\$ 17.76	\$ 35,236	\$ 56,353
109	Bookkeeper, Secondary	N	248	8	\$ 18.64	\$ 36,982	\$ 59,170
110	Maintenance Helper	N	248	8	\$ 19.57	\$ 38,827	\$ 62,130
111	Administrative Assistant	N	248	8	\$ 20.55	\$ 40,771	\$ 71,416
113	Nurse, Licensed Practical Nurse	E	192	7.5	\$ 20.55	\$ 29,592	\$ 53,521
114	Administrative Specialist	N	248	8	\$ 23.79	\$ 47,199	\$ 75,519
114	General Maintenance Trade	N	248	8	\$ 23.79	\$ 47,199	\$ 75,519
115	Operations Specialist	N	248	8	\$ 24.98	\$ 49,560	\$ 79,295
115	IT Technician	N	248	8	\$ 24.98	\$ 49,560	\$ 79,295
115	Transportation Specialist	N	248	8	\$ 24.98	\$ 49,560	\$ 79,295
117	Data Systems Specialist	N	248	8	\$ 27.54	\$ 54,639	\$ 87,422
117	Nurse, Registered Nurse	E	192	7.5	\$ 27.54	\$ 39,658	\$ 63,451
120	Behavior Analyst Coordinator	E	248	8	\$ 31.88	\$ 63,250	\$ 101,202
120	Finance Coordinator	E	248	8	\$ 31.88	\$ 63,250	\$ 101,202
120	Human Resources Coordinator	E	248	8	\$ 31.88	\$ 63,250	\$ 101,202
120	Payroll Coordinator	E	248	8	\$ 31.88	\$ 63,250	\$ 101,202
121	School Psychologist	E	220	8	\$ 33.48	\$ 58,925	\$ 94,265
121	School Social Worker	E	220	8	\$ 33.48	\$ 58,925	\$ 94,265
122	Assistant Principal, Elementary	E	225	8	\$ 35.14	\$ 63,252	\$ 101,227
123	Assistant Principal, Middle School	E	225	8	\$ 36.90	\$ 66,420	\$ 106,289
123	Maintenance Supervisor	E	248	8	\$ 36.90	\$ 73,210	\$ 117,154
123	Systems Administrator	E	248	8	\$ 36.90	\$ 73,210	\$ 117,154
124	School Security Officer	E	185	5.75	\$ 38.81	\$ 41,284	\$ 66,055

Grade	Title	FLSA Status	Days Per Year	Daily Hours	Min. Hourly Rate	Min. Salary Range	Max. Salary Range
125	Professional Learning and Digital Communications Administrator	E	248	8	\$ 40.69	\$ 80,729	\$ 124,669
125	Assistant Principal, High School	E	225	8	\$ 40.69	\$ 73,242	\$ 117,183
125	Instructional Technology and Data Administrator	E	248	8	\$ 40.69	\$ 80,729	\$ 129,162
125	Network Administrator	E	248	8	\$ 40.69	\$ 80,729	\$ 129,162
127	Principal, Elementary	E	248	8	\$ 44.86	\$ 89,002	\$ 142,402
128	Principal, Middle	E	248	8	\$ 47.10	\$ 93,446	\$ 149,521
128	Director of Accountability	E	248	8	\$ 47.10	\$ 93,446	\$ 149,521
130	Director of Student Services	E	248	8	\$ 51.93	\$ 103,029	\$ 164,847
130	Principal, High	E	248	8	\$ 51.93	\$ 103,029	\$ 164,847
132	Executive Director of Finance	E	248	8	\$ 57.26	\$ 113,604	\$ 181,745
134	Assistant Superintendent	E	248	8	\$ 63.12	\$ 125,230	\$ 200,373

**Assignment may be less than 210 days.*

School Board Annual Salaries

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

Bus Drivers and Assistants

Position	Pay Rate
Bus Driver	Paid by the run, minimum of \$18.32 per run*
Bus Assistant	Paid by the run, minimum of \$18.32 per run*
Substitute Bus Driver	\$15.00 per run
Substitute Bus Assistant	\$15.00 per run

**Equated to a minimum pay rate of \$23.14 per hour.*

Other Pay for Bus Drivers and Assistants

Description	Pay Rate
Field Trip, Short Distance	\$20.50 per hour
Field Trip, Long Distance:	
Trip Time	\$22.00
Rest Time	\$15.00
Trainer	\$15.00 per hour
Bus Driver in Training	\$15.00 per hour
Meetings	\$15.00 per hour
Bus Pickup, Local	\$25.00 per trip
Bus Pickup, Long Distance	\$35.00 per trip
First Semester, 95% Attendance	\$250
Second Semester, 95% Attendance	\$250

As Needed Positions

Operational

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

Instructional

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

Substitutes

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

Summer School

Position	Pay Rate
Coordinator	\$5,000
Teacher	\$35.00 per hour
Substitute Teacher	\$30.00 per hour
Paraprofessional	\$17.76 per hour
Substitute Paraprofessional	\$17.76 per hour
Nurse	\$30.00 per hour
School Counselor	\$40.00 per hour
Bus Driver	\$30.75 per run
Bus Assistant	\$30.75 per run

School Supplement Schedule

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

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

Activity Supplement Schedule

Position	Supplement
Assistant Activities Director	\$2,602
Baseball, Varsity Head Coach	\$3,680
Baseball, Varsity Assistant Coach	\$2,702
Baseball, JV Head Coach	\$2,702
Basketball, Varsity Head Coach	\$3,680
Basketball, Varsity Assistant Coach	\$2,702
Basketball, JV Head Coach	\$2,702
Cheer, Fall Sideline, Varsity	\$1,750
Cheer, Fall Sideline, JV	\$1,500
Cheer, Competition, Varsity	\$2,000
Cheer, Winter Sideline, Varsity	\$1,750
Cheer, Winter Sideline, JV	\$1,500
Cross Country, Varsity Head Coach	\$2,802
Cross Country, Varsity Assistant Coach	\$1,840
Field Hockey, Varsity Head Coach	\$2,802
Field Hockey, Varsity Assistant Coach	\$1,840
Field Hockey, JV Head Coach	\$1,840
Football, Varsity Head Coach	\$5,337
Football, Assistant Coach	\$3,602
Football, Assistant Coach (part-time)	\$1,588
Football, JV Head Coach	\$3,602
Golf, Varsity Head Coach	\$2,802
Scholastic Bowl, Varsity Head Coach	\$2,602
Scholastic Bowl, JV Head Coach	\$870
Soccer, Varsity Head Coach	\$3,680
Soccer, Varsity Assistant Coach	\$2,702
Soccer, JV Head Coach	\$2,702
Softball, Varsity Head Coach	\$3,680
Softball, Varsity Assistant Coach	\$2,702
Softball, JV Head Coach	\$2,702

Activity Supplement Schedule

(Continued)

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