



Salary Schedules  
2025 – 2026 School Year  
Effective July 1, 2025

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**Position Titles in Alpha Order  
Effective July 1, 2025**

POSITION TITLE	PAY GRADE
Accounts Payable Associate	112
Accounts Payable Technician II	115
Administrative Office Associate – Central Office	112.4
Administrative Office Associate – Schools	112.2
Administrative Office Associate – Transportation	112.3
Administrative Office Associate Bilingual – Schools	113.4
Application Administrator	123
AS/400 Administrator	124
Assistant Principal I	128.1
Assistant Principal II	129.1
Assistant Principal III	130.1
Assistant Supervisor Transportation	118.2
Associate Director Career and Technical Education	131
Associate Director Exceptional Education	131
Associate Director Family and Community Engagement	131
Auditor III	130
Automotive Mechanic Lead Technician	112.3
Automotive Mechanic Technician I	109.3
Automotive Mechanic Technician II	110.1
Automotive Mechanic Technician III	111.2
Automotive Parts Clerk	108.4
Automotive Service Worker	108.4
Budget Analyst	123
Bus Monitor	107.1
Bus Operator	109.1
C-FIT Resources Specialist	117.2
Care and Safety Associate	112.1
Carpenter	110.2
Chief Academic Officer – Elementary	139
Chief Academic Officer – Secondary	139
Chief Engagement Officer	139
Chief of Staff	139
Chief Operating Officer	139
Chief Talent Officer	139
Chief Wellness Officer	139

**Position Titles in Alpha Order  
Effective July 1, 2025**

POSITION TITLE	PAY GRADE
Child Care Lab Assistant	108.2
Clerk School Board	129.2
Coach Teacher Development	125
Coordinator Brand and Digital Strategy	125
Coordinator Community Hub	125
Coordinator Community Partnerships	125
Coordinator Curriculum and Instruction	125
Coordinator Data	125
Coordinator Engagement Support	125
Coordinator Exceptional Education	125
Coordinator Families in Transition	125
Coordinator Family and Community Engagement	125
Coordinator Gifted and Talented	125
Coordinator Head Start Disabilities	125
Coordinator Health and Physical Education	125
Coordinator Homebound Placement	125
Coordinator Intensive Supports	125
Coordinator Language Justice	125
Coordinator Library Media Services	125
Coordinator Long Term Substitutes	125
Coordinator Multilingual Learner Instruction	125
Coordinator Procurement Programs	125
Coordinator School Improvement and Support	125
Coordinator Secondary Success	125
Coordinator Student Activity – High School	124
Coordinator Student Conduct	125
Coordinator Student Support Services	125
Coordinator Welcome Center and Family Advocacy	125
Crossing Guard	102
Custodial Maintenance Worker	107.2
Custodian I	105.1
Custodian II	108.1
Data Technician	114
Delivery Driver/Utility – Central Office	107
Delivery Driver/Utility – Facilities	107.2

**Position Titles in Alpha Order  
Effective July 1, 2025**

POSITION TITLE	PAY GRADE
Deputy Clerk School Board	118.3
Desktop Technician	114
Director Academic Programs and Student Supports	133.2
Director Advocacy and Outreach	133.2
Director Army Instruction	125
Director Benefits and Compensation	133.2
Director Budget and Planning	133.2
Director Care and Safety	133.2
Director Communications	133.2
Director Curriculum and Instruction	133.2
Director Data Analytics	133.2
Director Data, Systems and Research	133.2
Director Early Childhood Education and School Readiness	133.2
Director Employee and Labor Relations	133.2
Director Exceptional Education	133.2
Director Facility Services	133.2
Director Family and Community Engagement	133.2
Director Finance	133.2
Director Grants Monitoring and Compliance	133.2
Director Head Start	133.2
Director Language Instruction Educational Program	133.2
Director Procurement and Property Management	133.2
Director Pupil Transportation and Fleet Management	133.2
Director School Board Audit Services	133.2
Director School Construction	133.2
Director School Nutrition Services	133.2
Director Secondary Success Pathways	133.2
Director Student Services	133.2
Director Talent Acquisition	133.2
Director Teacher and Leader Pathways	133.2
Director Technology Services	133.2
Early Intervention Assistant	108.2
Electrician	113.3
Electronic Maintenance Technician	116.4
Emergency Management/Training Coordinator	125.1

**Position Titles in Alpha Order  
Effective July 1, 2025**

POSITION TITLE	PAY GRADE
Energy Management Analyst	115.3
Enrollment Associate	116
ESL Coach	122
Executive Director Finance and Budget	135
Executive Office Associate I	114.1
Executive Office Associate II	116.2
Facilities Planner	125.2
Family Liaison	117.2
Family Service Advocate	113
Family Service Worker	110
Financial Analyst	123
Fiscal Accountant – Head Start	119
Fiscal Associate I – Central Office	111
Fiscal Associate I – Facilities	111.3
Fiscal Associate I – Transportation	111.2
Fiscal Associate II – Central Office	115
Fiscal Technician	118
Food Service Assistant	102.1
Foreperson Structural	116.4
Freshman Orientation Coach	122
General Maintenance Groundskeeper	108.5
Health Specialist	116
Hearing Officer	131
Human Resources Specialist	115
HVAC Technician II	115.3
In School Supports Assistant	108.2
Instructional Assistant	108.2
Instructional Coordinator Early Childhood Education	125
Interpreter	123.4
Intervention Liaison	118
Lead Health and Family Services Specialist	118
Lead Health Specialist	118
Lead Instructor Adult Education	116
Lead Instructor GED	116
Lead Registered Nurse	123.1

**Position Titles in Alpha Order  
Effective July 1, 2025**

POSITION TITLE	PAY GRADE
Licensed Practical Nurse	117.1
Manager Accounts Payable	130
Manager Adult Education Capital Region Program	130
Manager Business Applications	130
Manager College and Career Pathways	130
Manager Construction Procurement	130
Manager Custodial Services	130.2
Manager Data Systems and Research	130
Manager Employee and Labor Relations	130
Manager Enrollment, Placement and Planning	130
Manager Fleet Services	121.2
Manager General Ledger and Reporting	130
Manager Grants Monitoring and Compliance	130
Manager Infrastructure	130
Manager Literacy	130
Manager Mathematics and Science	130
Manager Payroll	130
Manager Procurement	130
Manager Professional Learning	130
Manager Recruiting	130
Manager School Health Services	130
Manager School Nutrition	115.1
Manager Service and Desktop Support	130
Manager Testing and Data	130
Manager Transportation Routing	121.2
Mechanic Sheet Metal	115.3
Network Engineer	123
Night Security	114.2
Nurse Assistant	106.1
Office Associate I – Schools	104.1
Office Associate I – Transportation	104.2
Office Associate I Bilingual – Schools	105.2
Office Associate II – Central Office	108.6
Office Associate II – Schools	108.3
Office Associate II Bilingual – Schools	109.2

**Position Titles in Alpha Order  
Effective July 1, 2025**

POSITION TITLE	PAY GRADE
Office Associate III – Central Office	109.4
Office Associate III – Schools	109.2
Office Associate III Bilingual – Schools	110.3
Ombudsman – LIEP Bilingual	130
Operations Assistant – Central Office	116
Operations Assistant – Transportation	116.3
Parent and Community Liaison Bilingual	117
Parent Liaison – Charter School	115
Payroll Associate	112
Payroll Technician	118
Photographer/Videographer	118
Plumber	113.3
Principal Director	134.1
Principal I*	131.1
Principal II*	132.1
Principal III*	133.1
Principal Special Projects	133.1
Procurement Officer	123
Program Coordinator VPI	125
Project Manager Construction	130
Property Management Supervisor	116
Property Specialist	112
Radio Dispatcher	113.2
Registered Nurse	123.1
Risk Manager	130
RVA Future Center Navigator	117
Safety and Training Supervisor	118.2
School Health Assistant	108.6
Senior Account Technician	109
Senior Accountant	121
Senior Behavioral Specialist	125
Senior Contracts Coordinator	125
Senior Desktop/Service Desk Technician	125
Senior Network Engineer	129
Senior Psychologist	125

**Position Titles in Alpha Order  
Effective July 1, 2025**

POSITION TITLE	PAY GRADE
Senior Related Services Provider	125
Senior Social Worker	125
Senior Specialist Human Resources	123
Senior Speech Language Pathologist	125
Senior Systems Analyst	125
Senior Systems Engineer	129
Senior Telecommunications Engineer	129
Senior Telecommunications Technician	120
Service Desk Technician	114
Specialist 21 <sup>st</sup> Century Community Learning Centers	123
Specialist Academic Systems	123
Specialist Attendance	123
Specialist Child Development Early Childhood Education	123.2
Specialist Data and Assessment	124
Specialist Data, Systems and Research	123
Specialist Dropout Prevention and Graduation Support	123
Specialist Early Head Start	123
Specialist Employee and Labor Relations	123
Specialist Engagement	123
Specialist Facilities Services	123.3
Specialist Grants	123
Specialist High School Equivalency	123
Specialist Instructional	123.2
Specialist Instructional Assessment	123
Specialist Math Intervention	123.2
Specialist Newcomer Academy	123.2
Specialist Nurse	123.2
Specialist Organizational Development and Advancement	123
Specialist Press and Events	123
Specialist Reading Intervention	123.2
Specialist Risk Management	123
Specialist Secondary Success Pathways	123.2
Specialist Secondary Success Support	123.2
Specialist Strategic Planning	123
Specialist Student Services	123

**Position Titles in Alpha Order  
Effective July 1, 2025**

POSITION TITLE	PAY GRADE
Specialist Student Services Transition	123
Specialist Student Support	117
Specialist Substitutes	123
Specialist Talent Acquisition	123
Specialist Teacher and Leader Pathways	123
Specialist Technology Services	123
Specialist Title I	123
Specialist Trauma Response	123
Specialist Welcome Center	123
Specialist Work-Based Learning and Testing	123.2
SQL Developer Analyst	124
Staff Accountant	119
Structural Technician II	113
Supervisor Custodial Services	120.1
Supervisor Plumbing/HVAC/Electrical	121.3
Supervisor Pupil Transportation	121.2
Supervisor School Nutrition	121.1
Supervisor Structural	121.3
System Engineer Security	126
Systems Programmer Analyst	124
Talent Associate	113
Technology Asset Analyst I	121
Technology Asset Analyst II	123
Translator and Interpreter	118
Transportation Management Specialist	115.2
Transportation Routing Planner	113.2
Van Driver	109.5
Zone Security Supervisor	116.1

**Position Titles by Grade  
Effective July 1, 2025**

E = Exempt / N = Non-Exempt

GRADE	JOB TITLE	HOURS	DAYS	FLSA
<b>102</b>	Crossing Guard	4	183	N
<b>102.1</b>	Food Service Assistant	4	191	N
	Food Service Assistant	5	191	N
	Food Service Assistant	6	191	N
	Food Service Assistant	7	191	N
<b>104.1</b>	Office Associate I – Schools	7	191	N
	Office Associate I – Schools	8	201	N
	Office Associate I – Schools	7	216	N
<b>104.2</b>	Office Associate I – Transportation	8	260	N
<b>105.1</b>	Custodian I	8	260	N
<b>105.2</b>	Office Associate I Bilingual – Schools	7	191	N
	Office Associate I Bilingual – Schools	8	201	N
<b>106.1</b>	Nurse Assistant	7	191	N
	Nurse Assistant	7	216	N
<b>107</b>	Delivery Driver/Utility – Central Office	8	260	N
<b>107.1</b>	Bus Monitor	6	184	N
	Bus Monitor	8	184	N
	Bus Monitor	6	216	N
<b>107.2</b>	Custodial Maintenance Worker	8	260	N
	Delivery Driver/Utility – Facilities	8	260	N
<b>108.1</b>	Custodian II	8	260	N
<b>108.2</b>	Child Care Lab Assistant	7	191	N
	Early Intervention Assistant	7	191	N
	In School Supports Assistant	7	191	N
	Instructional Assistant	7	191	N
	Instructional Assistant	7	216	N
	Instructional Assistant	8	260	N
<b>108.3</b>	Office Associate II – Schools	8	201	N
	Office Associate II - Schools	8	216	N
	Office Associate II – Schools	8	260	N
<b>108.4</b>	Automotive Parts Clerk	8	260	N

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GRADE	JOB TITLE	HOURS	DAYS	FLSA
108.4	Automotive Service Worker	8	260	N
108.5	General Maintenance Groundskeeper	8	260	N
108.6	Office Associate II – Central Office	8	216	N
	Office Associate II – Central Office	8	260	N
	School Health Assistant	8	260	N
109.1	Bus Operator	6	184	N
	Bus Operator	6	216	N
109.2	Office Associate II Bilingual – Schools	8	201	N
	Office Associate II Bilingual – Schools	8	216	N
	Office Associate III – Schools	8	201	N
	Office Associate III – Schools	8	216	N
	Office Associate III – Schools	8	260	N
109.3	Automotive Mechanic Technician I	8	260	N
109.4	Office Associate III – Central Office	8	201	N
	Office Associate III – Central Office	8	216	N
	Office Associate III – Central Office	8	260	N
109.5	Van Driver	6	184	N
110	Family Service Worker	8	260	N
110.1	Automotive Mechanic Technician II	8	260	N
110.2	Carpenter	8	260	N
110.3	Office Associate III Bilingual – Schools	8	201	N
	Office Associate III Bilingual – Schools	8	216	N
	Office Associate III Bilingual – Schools	8	260	N
111	Fiscal Associate I – Central Office	8	260	N
111.2	Automotive Mechanic Technician III	8	260	N
	Fiscal Associate I – Transportation	8	260	N
111.3	Fiscal Associate I – Facilities	8	260	N
112	Accounts Payable Associate	8	260	N
	Payroll Associate	8	260	N
	Property Specialist	8	260	N
112.1	Care and Safety Associate	8	201	N
	Care and Safety Associate	8	216	N

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<b>GRADE</b>	<b>JOB TITLE</b>	<b>HOURS</b>	<b>DAYS</b>	<b>FLSA</b>
<b>112.2</b>	Administrative Office Associate – Schools	8	216	N
	Administrative Office Associate – Schools	8	260	N
<b>112.3</b>	Administrative Office Associate – Transportation	8	260	N
	Automotive Mechanic Lead Technician	8	260	N
<b>112.4</b>	Administrative Office Associate – Central Office	8	216	N
	Administrative Office Associate – Central Office	8	260	N
<b>113</b>	Family Service Advocate	7	191	N
	Senior Data Technician	8	260	N
	Structural Technician II	8	260	N
	Student Records Technician	8	260	N
	Talent Associate	8	260	N
<b>113.2</b>	Radio Dispatcher	8	260	N
	Transportation Routing Planner	8	260	N
<b>113.3</b>	Electrician	8	260	N
	Plumber	8	260	N
<b>113.4</b>	Administrative Office Associate Bilingual – Schools	8	216	N
	Administrative Office Associate Bilingual – Schools	8	260	N
<b>114</b>	Data Technician	8	260	N
	Desktop Technician	8	260	N
	Service Desk Technician	8	260	N
<b>114.1</b>	Executive Office Associate I	8	260	N
<b>114.2</b>	Night Security	8	260	N
<b>115</b>	Accounts Payable Technician II	8	260	N
	Fiscal Associate II – Central Office	8	260	N
	Human Resources Specialist	8	260	N
	Parent Liaison – Charter School	8	191	N
<b>115.1</b>	Manager School Nutrition	8	201	N
	Manager School Nutrition	8	216	N
<b>115.2</b>	Transportation Management Specialist	8	260	N
<b>115.3</b>	Energy Management Analyst	8	260	N
	HVAC Technician II	8	260	N
	Mechanic Sheet Metal	8	260	N

**Position Titles by Grade  
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<b>GRADE</b>	<b>JOB TITLE</b>	<b>HOURS</b>	<b>DAYS</b>	<b>FLSA</b>
<b>116</b>	Enrollment Associate	8	260	N
	Health Specialist	8	260	E
	Lead Instructor Adult Education	8	216	E
	Lead Instructor GED	8	216	E
	Operations Assistant – Central Office	8	260	N
	Property Management Supervisor	8	260	N
<b>116.1</b>	Zone Security Supervisor	8	216	N
	Zone Security Supervisor	8	260	N
<b>116.2</b>	Executive Office Associate II	8	260	N
<b>116.3</b>	Operations Assistant – Transportation	8	260	N
<b>116.4</b>	Electronic Maintenance Technician	8	260	E
	Foreperson Structural	8	260	E
<b>117</b>	Parent and Community Liaison Bilingual	8	260	E
	RVA Future Center Navigator	8	216	E
	Specialist Student Support	8	201	E
<b>117.1</b>	Licensed Practical Nurse	7	201	E
	Licensed Practical Nurse	7	216	E
<b>117.2</b>	Family Liaison	8	260	N
	C-FIT Resource Specialist	8	260	N
<b>118</b>	Fiscal Technician	8	260	E
	Intervention Liaison	8	260	E
	Lead Health and Family Services Specialist	8	260	E
	Lead Health Specialist	8	260	E
	Payroll Technician	8	260	E
	Photographer/Videographer	8	260	E
	Translator and Interpreter	8	260	E
<b>118.2</b>	Assistant Supervisor Transportation	8	260	E
	Safety and Training Supervisor	8	260	E
<b>118.3</b>	Deputy Clerk School Board	8	260	E
<b>119</b>	Fiscal Accountant – Head Start	8	260	E
	Staff Accountant	8	260	E
<b>120</b>	Senior Telecommunications Technician	8	260	E

**Position Titles by Grade  
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GRADE	JOB TITLE	HOURS	DAYS	FLSA
120.1	Supervisor Custodial Services	8	260	E
121	Senior Accountant	8	260	E
	Technology Asset Analyst I	8	260	E
121.1	Supervisor School Nutrition	8	260	E
121.2	Manager Fleet Services	8	260	E
	Manager Transportation Routing	8	260	E
	Supervisor Pupil Transportation	8	260	E
121.3	Supervisor Plumbing/HVAC/Electrical	8	260	E
	Supervisor Structural	8	260	E
122	ESL Coach	8	216	E
	Freshman Orientation Coach	8	201	E
123	Application Administrator	8	260	E
	Budget Analyst	8	260	E
	Financial Analyst	8	260	E
	Network Engineer	8	260	E
	Procurement Officer	8	260	E
	Senior Specialist Human Resources	8	260	E
	Specialist Academic Systems	8	260	E
	Specialist Attendance	8	260	E
	Specialist 21 <sup>st</sup> Century Community Learning Centers	8	260	E
	Specialist Data and System Administration	8	260	E
	Specialist Data, Systems and Research	8	260	E
	Specialist Dropout Prevention and Graduation Support	8	260	E
	Specialist Early Head Start	8	260	E
	Specialist Employee and Labor Relations	8	260	E
	Specialist Engagement	8	260	E
	Specialist Grants	8	260	E
	Specialist High School Equivalency	8	260	E
Specialist Organizational Development and Advancement	8	260	E	
123	Specialist Press and Events	8	260	E
	Specialist Risk Management	8	260	E
	Specialist Strategic Planning	8	260	E

**Position Titles by Grade  
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<b>GRADE</b>	<b>JOB TITLE</b>	<b>HOURS</b>	<b>DAYS</b>	<b>FLSA</b>
<b>123</b>	Specialist Student Services	8	260	E
	Specialist Student Services Transition	8	260	E
	Specialist Substitutes	8	260	E
	Specialist Talent Acquisition	8	260	E
	Specialist Teacher and Leader Pathways	8	260	E
	Specialist Technology Services	8	260	E
	Specialist Title I	8	260	E
	Specialist Trauma Response	8	260	E
	Specialist Welcome Center	8	260	E
	Technology Asset Analyst II	8	260	E
<b>123.1</b>	Lead Registered Nurse	8	216	E
	Registered Nurse	8	201	E
	Registered Nurse	8	216	E
<b>123.2</b>	Specialist Child Development Early Childhood Education	8	260	E
	Specialist Instructional	8	260	E
	Specialist Math Intervention	8	260	E
	Specialist Newcomer Academy	8	260	E
	Specialist Nurse	8	260	E
	Specialist Reading Intervention	8	260	E
	Specialist Secondary Success Pathways	8	260	E
	Specialist Secondary Success Support	8	260	E
	Specialist Work-Based Learning and Testing	8	260	E
<b>123.3</b>	Specialist Facilities Services	8	260	E
<b>123.4</b>	Interpreter	8	191	E
<b>124</b>	AS/400 Administrator	8	260	E
	Coordinator Student Activity – High School	8	260	E
	Specialist Data and Assessment	8	260	E
	SQL Developer Analyst	8	260	E
	Systems Programmer Analyst	8	260	E
<b>125</b>	Coach Teacher Development	8	260	E
	Coordinator Brand and Digital Strategy	8	260	E
	Coordinator Community Hub	8	260	E

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<b>GRADE</b>	<b>JOB TITLE</b>	<b>HOURS</b>	<b>DAYS</b>	<b>FLSA</b>
<b>125</b>	Coordinator Community Partnerships	8	260	E
	Coordinator Curriculum and Instruction	8	260	E
	Coordinator Engagement Support	8	260	E
	Coordinator Data	8	260	E
	Coordinator Exceptional Education	8	260	E
	Coordinator Families in Transition	8	260	E
	Coordinator Family and Community Engagement	8	260	E
	Coordinator Gifted and Talented	8	260	E
	Coordinator Head Start Disabilities	8	216	E
	Coordinator Health and Physical Education	8	260	E
	Coordinator Homebound Placement	8	260	E
	Coordinator Language Justice	8	260	E
	Coordinator Library Media Services	8	260	E
	Coordinator Long Term Substitutes	8	260	E
	Coordinator Multilingual Learner Instruction	8	260	E
	Coordinator Procurement Programs	8	260	E
	Coordinator School Improvement and Support	8	260	E
	Coordinator Secondary Success	8	260	E
	Coordinator Student Conduct	8	260	E
	Coordinator Student Support Services	8	260	E
	Coordinator Welcome Center and Family Advocacy	8	260	E
	Director Army Instruction	8	260	E
	Instructional Coordinator Early Childhood Education	8	260	E
	Program Coordinator VPI	8	260	E
	Senior Behavioral Specialist	8	260	E
	Senior Contracts Coordinator	8	260	E
	Senior Desktop/Service Desk Technician	8	260	E
	Senior Psychologist	8	260	E
	Senior Related Services Provider	8	260	E
	Senior Social Worker	8	260	E
Senior Speech Language Pathologist	8	260	E	
Senior Systems Analyst	8	260	E	

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<b>GRADE</b>	<b>JOB TITLE</b>	<b>HOURS</b>	<b>DAYS</b>	<b>FLSA</b>
<b>125.1</b>	Emergency Management/Training Coordinator	8	260	E
<b>125.2</b>	Facilities Planner	8	260	E
<b>126</b>	System Engineer Security	8	260	E
<b>128.1</b>	Assistant Principal I*	8	260	E
<b>129</b>	Senior Network Engineer	8	260	E
	Senior Systems Engineer	8	260	E
	Senior Telecommunications Engineer	8	260	E
<b>129.1</b>	Assistant Principal II*	8	260	E
<b>129.2</b>	Clerk School Board	8	260	E
<b>130</b>	Auditor III	8	260	E
	Manager Accounts Payable	8	260	E
	Manager Adult Education Capital Region Program	8	260	E
	Manager Business Applications	8	260	E
	Manager College and Career Pathways	8	260	E
	Manager Construction Procurement	8	260	E
	Manager Data, Systems and Research	8	260	E
	Manager Employee and Labor Relations	8	260	E
	Manager Enrollment, Placement and Planning	8	260	E
	Manager General Ledger and Reporting	8	260	E
	Manager Grants Monitoring and Compliance	8	260	E
	Manager Infrastructure	8	260	E
	Manager Literacy	8	260	E
	Manager Mathematics and Science	8	260	E
	Manager Payroll	8	260	E
	Manager Procurement	8	260	E
	Manager Professional Learning	8	260	E
	Manager Recruiting	8	260	E
	Manager School Health Services	8	260	E
	Manager Service and Desktop Support	8	260	E
Manager Testing and Data	8	260	E	
Ombudsman – LIEP Bilingual	8	260	E	

\*See page 19 for definitions.

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<b>GRADE</b>	<b>JOB TITLE</b>	<b>HOURS</b>	<b>DAYS</b>	<b>FLSA</b>
<b>130</b>	Project Manager Construction	8	260	E
	Risk Manager	8	260	E
<b>130.1</b>	Assistant Principal III*	8	260	E
<b>130.2</b>	Manager Custodial Services	8	260	E
<b>131</b>	Associate Director Career and Technical Education	8	260	E
	Associate Director Exceptional Education	8	260	E
	Associate Director Family and Community Engagement	8	260	E
	Hearing Officer	8	260	E
<b>131.1</b>	Principal I*	8	260	E
<b>132.1</b>	Principal II*	8	260	E
<b>133.1</b>	Principal III*	8	260	E
	Principal Special Projects	8	260	E
<b>133.2</b>	Director Academic Programs and Student Supports	8	260	E
	Director Advocacy and Outreach	8	260	E
	Director Benefits and Compensation	8	260	E
	Director Budget and Planning	8	260	E
	Director Care and Safety	8	260	E
	Director Communications	8	260	E
	Director Curriculum and Instruction	8	260	E
	Director Data Analytics	8	260	E
	Director Data, Systems and Research	8	260	E
	Director Early Childhood Education and School Readiness	8	260	E
	Director Employee and Labor Relations	8	260	E
	Director Exceptional Education	8	260	E
	Director Facility Services	8	260	E
	Director Family and Community Engagement	8	260	E
	Director Finance	8	260	E
	Director Grants Monitoring and Compliance	8	260	E
	Director Head Start	8	260	E
	Director Language Instruction Educational Program	8	260	E
	Director Procurement and Property Management	8	260	E

\*See page 19 for definitions.

**Position Titles by Grade  
Effective July 1, 2025**

**E = Exempt / N = Non-Exempt**

<b>GRADE</b>	<b>JOB TITLE</b>	<b>HOURS</b>	<b>DAYS</b>	<b>FLSA</b>
<b>133.2</b>	Director Pupil Transportation and Fleet Management	8	260	E
	Director School Board Audit Services	8	260	E
	Director School Construction	8	260	E
	Director School Nutrition Services	8	260	E
	Director Secondary Success Pathways	8	260	E
	Director Student Services	8	260	E
	Director Talent Acquisition	8	260	E
	Director Teacher and Leader Pathways	8	260	E
	Director Technology Services	8	260	E
<b>134.1</b>	Principal Director	8	260	E
<b>135</b>	Executive Director Finance and Budget	8	260	E
<b>139</b>	Chief Academic Officer – Elementary	8	260	E
	Chief Academic Officer – Secondary	8	260	E
	Chief Engagement Officer	8	260	E
	Chief of Staff	8	260	E
	Chief Operating Officer	8	260	E
	Chief Talent Officer	8	260	E
	Chief Wellness Officer	8	260	E

**Position Title Definitions**  
**Effective July 1, 2025**

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

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

**Positions Assigned to the Teacher Pay Schedule  
8 Hours, FLSA = Exempt  
Effective July 1, 2025**

Academic Coordinator	Lead Educational Technology Integrator
Academic Interventionist	Lead Occupational Therapist
Art Therapist	Lead Physical Therapist
Audiologist	Lead Psychologist
Behavioral Interventionist	Lead Social Worker
Behavioral Specialist	Lead Speech Language Pathologist
Board Certified Behavioral Analyst	Librarian Media Specialist
Coach	Military Instructor
Coordinator International Baccalaureate Program	Military Property Custodian
CTE Academic Advisor	Occupational Therapist
Dean Academic Supports and School Culture	Physical Therapist
Dean Administrative	Psychologist
Dean Preschool Intervention	RTR Career Coach
Developmental Diagnostician	School Counselor
Educational Consultant	School Counselor Department Head
Educational Diagnostician	Social Worker
Educational Technology Integrator	Social Worker Bilingual
Graduation Coach	Specialist Child Development
Instructional Coach	Speech Language Pathologist
Instructional Compliance Coordinator	Student Support Specialist
Intensive Support Mentor Teacher	Teacher
Intervention Specialist	Teacher Department Head
Interventionist	Teacher Development Coach
Lead Behavioral Specialist	Testing and Career Outreach Facilitator
Lead Education Specialist	Transition Mentor Teacher
Lead Educational Diagnostician	

## Teacher Pay Schedule Effective July 1, 2025

YEARS	GRADE	095	195	295	100	200	300	110	210	310	120	220	320
OF	LANE	B	M	M+30	B	M	M+30	B	M	M+30	B	M	M+30
EXPERIENCE	DAYS	200	200	200	210	210	210	230	230	230	260	260	260
0	Step 00	\$57,557	\$60,434	\$63,447	\$60,434	\$63,457	\$66,617	\$66,192	\$69,499	\$72,963	\$74,824	\$78,566	\$82,481
1	Step 01	\$58,232	\$61,143	\$64,188	\$61,143	\$64,201	\$67,396	\$66,968	\$70,315	\$73,815	\$75,702	\$79,486	\$83,441
2	Step 02	\$58,912	\$61,858	\$64,939	\$61,858	\$64,951	\$68,185	\$67,749	\$71,137	\$74,678	\$76,586	\$80,416	\$84,420
3	Step 03	\$59,602	\$62,583	\$65,700	\$62,583	\$65,712	\$68,985	\$68,542	\$71,968	\$75,555	\$77,483	\$81,358	\$85,411
4	Step 04	\$60,299	\$63,315	\$66,468	\$63,315	\$66,478	\$69,788	\$69,345	\$72,810	\$76,435	\$78,389	\$82,305	\$86,406
5	Step 05	\$61,006	\$64,056	\$67,247	\$64,056	\$67,256	\$70,608	\$70,156	\$73,661	\$77,333	\$79,306	\$83,269	\$87,418
6	Step 06	\$61,718	\$64,806	\$68,033	\$64,806	\$68,042	\$71,434	\$70,976	\$74,523	\$78,238	\$80,233	\$84,244	\$88,443
7	Step 07	\$62,442	\$65,563	\$68,829	\$65,563	\$68,840	\$72,269	\$71,807	\$75,398	\$79,151	\$81,173	\$85,229	\$89,477
8	Step 08	\$63,171	\$66,330	\$69,634	\$66,330	\$69,646	\$73,114	\$72,648	\$76,278	\$80,077	\$82,125	\$86,226	\$90,522
9	Step 09	\$63,910	\$67,106	\$70,449	\$67,106	\$70,460	\$73,970	\$73,497	\$77,172	\$81,014	\$83,083	\$87,236	\$91,580
10	Step 10	\$64,657	\$67,890	\$71,273	\$67,890	\$71,282	\$74,838	\$74,356	\$78,074	\$81,963	\$84,053	\$88,257	\$92,654
11	Step 11	\$65,414	\$68,683	\$72,107	\$68,683	\$72,120	\$75,712	\$75,226	\$78,987	\$82,921	\$85,038	\$89,291	\$93,736
12	Step 12	\$66,180	\$69,487	\$72,949	\$69,487	\$72,964	\$76,596	\$76,108	\$79,913	\$83,891	\$86,033	\$90,335	\$94,834
13	Step 13	\$66,954	\$70,302	\$73,803	\$70,302	\$73,817	\$77,491	\$76,997	\$80,846	\$84,874	\$87,041	\$91,392	\$95,946
14	Step 14	\$67,736	\$71,124	\$74,668	\$71,124	\$74,681	\$78,401	\$77,897	\$81,794	\$85,866	\$88,058	\$92,462	\$97,066
15	Step 15	\$68,530	\$71,957	\$75,541	\$71,957	\$75,554	\$79,318	\$78,810	\$82,748	\$86,873	\$89,091	\$93,542	\$98,202
16	Step 16	\$69,331	\$72,798	\$76,425	\$72,798	\$76,437	\$80,246	\$79,730	\$83,719	\$87,889	\$90,130	\$94,637	\$99,353
17	Step 17	\$70,143	\$73,651	\$77,317	\$73,651	\$77,333	\$81,185	\$80,665	\$84,699	\$88,914	\$91,186	\$95,745	\$100,512
18	Step 18	\$70,963	\$74,510	\$78,220	\$74,510	\$78,237	\$82,132	\$81,609	\$85,688	\$89,954	\$92,252	\$96,864	\$101,687
19	Step 19	\$71,795	\$75,383	\$79,138	\$75,383	\$79,151	\$83,097	\$82,564	\$86,690	\$91,010	\$93,333	\$97,998	\$102,881
20	Step 20	\$72,633	\$76,264	\$80,065	\$76,264	\$80,076	\$84,068	\$83,528	\$87,703	\$92,074	\$94,422	\$99,144	\$104,083
21	Step 21	\$73,484	\$77,157	\$81,000	\$77,157	\$81,016	\$85,048	\$84,505	\$88,732	\$93,150	\$95,528	\$100,306	\$105,299
22	Step 22	\$74,342	\$78,059	\$81,947	\$78,059	\$81,963	\$86,045	\$85,493	\$89,769	\$94,240	\$96,644	\$101,478	\$106,532
23	Step 23	\$75,214	\$78,974	\$82,910	\$78,974	\$82,920	\$87,053	\$86,495	\$90,819	\$95,344	\$97,777	\$102,664	\$107,781
24	Step 24	\$76,093	\$79,897	\$83,876	\$79,897	\$83,892	\$88,070	\$87,507	\$91,882	\$96,456	\$98,921	\$103,868	\$109,040
25	Step 25	\$76,984	\$80,833	\$84,857	\$80,833	\$84,875	\$89,102	\$88,533	\$92,959	\$97,586	\$100,082	\$105,084	\$110,316
26	Step 26	\$77,884	\$81,778	\$85,853	\$81,778	\$85,867	\$90,146	\$89,567	\$94,045	\$98,731	\$101,248	\$106,312	\$111,607
27	Step 27	\$78,797	\$82,736	\$86,856	\$82,736	\$86,872	\$91,199	\$90,616	\$95,144	\$99,885	\$102,435	\$107,554	\$112,912
28	Step 28	\$79,717	\$83,702	\$87,871	\$83,702	\$87,889	\$92,266	\$91,674	\$96,258	\$101,052	\$103,631	\$108,814	\$114,233
29	Step 29	\$80,649	\$84,681	\$88,899	\$84,681	\$88,916	\$93,346	\$92,745	\$97,384	\$102,237	\$104,844	\$110,087	\$115,572
30	Step 30	\$81,595	\$85,673	\$89,943	\$85,673	\$89,957	\$94,440	\$93,834	\$98,525	\$103,433	\$106,072	\$111,375	\$116,923
31	Step 31	\$82,547	\$86,673	\$90,991	\$86,673	\$91,009	\$95,542	\$94,930	\$99,676	\$104,640	\$107,313	\$112,678	\$118,288
32	Step 32	\$83,513	\$87,690	\$92,057	\$87,690	\$92,074	\$96,659	\$96,040	\$100,842	\$105,864	\$108,568	\$113,996	\$119,675
33	Step 33	\$84,491	\$88,714	\$93,134	\$88,714	\$93,151	\$97,789	\$97,163	\$102,022	\$107,102	\$109,836	\$115,329	\$121,072
34	Step 34	\$85,480	\$89,754	\$94,223	\$89,754	\$94,240	\$98,935	\$98,302	\$103,215	\$108,357	\$111,123	\$116,677	\$122,491
35	Step 35	\$86,480	\$90,805	\$95,325	\$90,805	\$95,343	\$100,091	\$99,452	\$104,422	\$109,623	\$112,426	\$118,044	\$123,924
36	Step 36	\$87,491	\$91,864	\$96,443	\$91,864	\$96,460	\$101,264	\$100,613	\$105,646	\$110,908	\$113,738	\$119,425	\$125,375
37	Step 37	\$88,514	\$92,942	\$97,571	\$92,942	\$97,587	\$102,447	\$101,792	\$106,882	\$112,204	\$115,069	\$120,822	\$126,839
38	Step 38	\$89,551	\$94,028	\$98,712	\$94,028	\$98,729	\$103,647	\$102,982	\$108,130	\$113,518	\$116,415	\$122,235	\$128,325
39	Step 39	\$90,598	\$95,130	\$99,866	\$95,130	\$99,885	\$104,861	\$104,189	\$109,398	\$114,847	\$117,776	\$123,668	\$129,826
40	Step 40	\$91,658	\$96,241	\$101,035	\$96,241	\$101,053	\$106,085	\$105,406	\$110,677	\$116,189	\$119,156	\$125,111	\$131,346
41	Step 41	\$92,732	\$97,369	\$102,217	\$97,369	\$102,235	\$107,327	\$106,641	\$111,971	\$117,552	\$120,552	\$126,577	\$132,882
42	Step 42	\$93,817	\$98,506	\$103,414	\$98,506	\$103,433	\$108,584	\$107,885	\$113,282	\$118,924	\$121,958	\$128,061	\$134,438
43	Step 43	\$94,912	\$99,660	\$104,622	\$99,660	\$104,643	\$109,854	\$109,151	\$114,608	\$120,316	\$123,389	\$129,558	\$136,009
44	Step 44	\$96,024	\$100,825	\$105,846	\$100,825	\$105,865	\$111,138	\$110,426	\$115,948	\$121,723	\$124,830	\$131,072	\$137,601
45	Step 45	\$97,148	\$102,004	\$107,084	\$102,004	\$107,102	\$112,440	\$111,721	\$117,305	\$123,150	\$126,291	\$132,603	\$139,212

## Unified Pay Schedule Effective July 1, 2025

Pay Grade	Days	Hours	STEPS																			
			0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	37
			19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36		
<b>102</b>	183	4	9,882	9,998 12,326	10,115 12,470	10,233 12,616	10,353 12,764	10,474 12,913	10,597 13,064	10,721 13,217	10,846 13,372	10,973 13,528	11,101 13,686	11,231 13,846	11,362 14,008	11,495 14,172	11,629 14,338	11,765 14,506	11,903 14,676	12,042 14,848	12,183 15,022	15,198
<b>102.1</b>	191	4	14,462	14,631 18,038	14,802 18,249	14,975 18,463	15,150 18,679	15,327 18,898	15,506 19,119	15,687 19,343	15,871 19,569	16,057 19,798	16,245 20,030	16,435 20,264	16,627 20,501	16,822 20,741	17,019 20,984	17,218 21,230	17,419 21,478	17,623 21,729	17,829 21,983	22,240
	191	5	18,078	18,290 22,550	18,504 22,814	18,720 23,081	18,939 23,351	19,161 23,624	19,385 23,900	19,612 24,180	19,841 24,463	20,073 24,749	20,308 25,039	20,546 25,332	20,786 25,628	21,029 25,928	21,275 26,231	21,524 26,538	21,776 26,848	22,031 27,162	22,289 27,480	27,802
	191	6	21,694	21,948 27,060	22,205 27,377	22,465 27,697	22,728 28,021	22,994 28,349	23,263 28,681	23,535 29,017	23,810 29,356	24,089 29,699	24,371 30,046	24,656 30,398	24,944 30,754	25,236 31,114	25,531 31,478	25,830 31,846	26,132 32,219	26,438 32,596	26,747 32,977	33,363
	191	7	25,309	25,605 31,570	25,905 31,939	26,208 32,313	26,515 32,691	26,825 33,073	27,139 33,460	27,457 33,851	27,778 34,247	28,103 34,648	28,432 35,053	28,765 35,463	29,102 35,878	29,442 36,298	29,786 36,723	30,134 37,153	30,487 37,588	30,844 38,028	31,205 38,473	38,923
	191	8	28,925	29,263 36,078	29,605 36,500	29,951 36,927	30,301 37,359	30,656 37,796	31,015 38,238	31,378 38,685	31,745 39,138	32,116 39,596	32,492 40,059	32,872 40,528	33,257 41,002	33,646 41,482	34,040 41,967	34,438 42,458	34,841 42,955	35,249 43,458	35,661 43,966	44,480
	216	7	28,622	28,957 35,703	29,296 36,121	29,639 36,544	29,986 36,972	30,337 37,405	30,692 37,843	31,051 38,286	31,414 38,734	31,782 39,187	32,154 39,645	32,530 40,109	32,911 40,578	33,296 41,053	33,686 41,533	34,080 42,019	34,479 42,511	34,882 43,008	35,290 43,511	44,020
<b>104.1</b>	191	7	20,518	20,759 25,596	21,001 25,896	21,247 26,199	21,496 26,506	21,747 26,816	22,002 27,130	22,260 27,448	22,521 27,768	22,785 28,093	23,052 28,422	23,322 28,755	23,595 29,091	23,871 29,431	24,150 29,775	24,432 30,123	24,718 30,475	25,008 30,832	25,300 31,192	31,557
	216	7	23,204	23,475 28,943	23,750 29,282	24,028 29,625	24,309 29,971	24,593 30,321	24,881 30,676	25,172 31,036	25,466 31,399	25,765 31,766	26,066 32,138	26,371 32,514	26,679 32,894	26,992 33,279	27,308 33,669	27,627 34,062	27,950 34,461	28,277 34,864	28,608 35,272	35,685
	201	8	24,678	24,966 30,783	25,258 31,143	25,554 31,508	25,853 31,876	26,156 32,249	26,461 32,626	26,771 33,008	27,084 33,394	27,401 33,784	27,722 34,179	28,046 34,579	28,374 34,984	28,706 35,393	29,042 35,807	29,382 36,226	29,726 36,651	30,074 37,079	30,427 37,512	37,951
	260	8	31,922	32,295 39,816	32,673 40,282	33,056 40,753	33,442 41,230	33,833 41,712	34,229 42,201	34,630 42,694	35,035 43,193	35,445 43,699	35,860 44,210	36,279 44,728	36,703 45,252	37,133 45,782	37,567 46,318	38,007 46,860	38,451 47,408	38,901 47,962	39,356 48,523	49,090
<b>104.2</b>	260	8	30,047	30,399 37,478	30,755 37,917	31,114 38,361	31,478 38,810	31,846 39,263	32,219 39,722	32,596 40,187	32,978 40,657	33,364 41,133	33,754 41,615	34,149 42,101	34,549 42,594	34,952 43,092	35,362 43,597	35,775 44,107	36,194 44,623	36,617 45,145	37,045 45,673	46,208
<b>105.1</b>	260	8	32,917	33,302 41,061	33,694 41,540	34,085 42,026	34,486 42,518	34,889 43,016	35,295 43,519	35,709 44,028	36,130 44,542	36,549 45,064	36,976 45,590	37,410 46,125	37,849 46,660	38,291 47,211	38,741 47,765	39,194 48,322	39,653 48,883	40,116 49,460	40,586 50,037	50,624
<b>105.2</b>	191	7	21,544	21,796 26,872	22,051 27,187	22,309 27,504	22,570 27,826	22,833 28,152	23,100 28,482	23,370 28,815	23,643 29,152	23,921 29,493	24,201 29,838	24,484 30,187	24,770 30,540	25,060 30,898	25,354 31,259	25,650 31,624	25,951 31,995	26,254 32,369	26,562 32,748	33,131

## Unified Pay Schedule Effective July 1, 2025

Pay Grade	Days	Hours	STEPS																			
			0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19
			19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	
105.2	216	7	24,364	24,648 30,390	24,938 30,745	25,230 31,106	25,525 31,469	25,824 31,838	26,125 32,210	26,431 32,588	26,740 32,969	27,053 33,355	27,369 33,745	27,689 34,140	28,013 34,538	28,342 34,942	28,673 35,352	29,009 35,766	29,348 36,185	29,691 36,607	30,038 37,036	37,470
	201	8	25,912	26,214 32,322	26,521 32,700	26,832 33,083	27,146 33,470	27,463 33,861	27,785 34,257	28,109 34,658	28,438 35,063	28,771 35,473	29,108 35,888	29,449 36,308	29,793 36,733	30,141 37,163	30,495 37,598	30,851 38,038	31,212 38,483	31,579 38,933	31,948 39,388	39,849
	260	8	33,518	33,910 41,807	34,307 42,296	34,708 42,791	35,114 43,292	35,525 43,798	35,940 44,311	36,361 44,828	36,787 45,353	37,217 45,884	37,653 46,421	38,093 46,964	38,539 47,514	38,989 48,070	39,446 48,634	39,907 49,202	40,374 49,778	40,846 50,360	41,324 50,949	51,545
106.1	191	7	20,526	20,766 25,601	21,009 25,899	21,255 26,203	21,503 26,510	21,755 26,819	22,009 27,133	22,268 27,451	22,528 27,772	22,791 28,097	23,058 28,426	23,327 28,758	23,599 29,094	23,875 29,434	24,155 29,779	24,437 30,128	24,722 30,480	25,011 30,836	25,305 31,197	31,562
	216	7	23,211	23,483 28,952	23,758 29,290	24,036 29,633	24,317 29,980	24,602 30,331	24,889 30,687	25,179 31,045	25,474 31,408	25,773 31,776	26,073 32,146	26,379 32,523	26,688 32,903	27,000 33,289	27,316 33,678	27,635 34,071	27,959 34,471	28,286 34,874	28,616 35,283	35,695
106.2	260	8	33,111	33,498 41,299	33,890 41,782	34,287 42,271	34,687 42,766	35,093 43,266	35,504 43,773	35,919 44,285	36,339 44,803	36,764 45,328	37,194 45,858	37,630 46,394	38,070 46,937	38,515 47,486	38,966 48,041	39,421 48,603	39,883 49,171	40,349 49,747	40,821 50,329	50,918
107	260	8	31,310	31,676 39,052	32,047 39,508	32,422 39,970	32,801 40,438	33,184 40,911	33,573 41,390	33,965 41,874	34,362 42,364	34,764 42,860	35,171 43,362	35,582 43,869	35,998 44,382	36,419 44,902	36,846 45,427	37,277 45,959	37,713 46,496	38,154 47,040	38,600 47,590	48,147
107.1	184	6	21,088	21,335 26,302	21,586 26,610	21,838 26,921	22,094 27,237	22,352 27,554	22,613 27,876	22,876 28,204	23,144 28,533	23,414 28,867	23,689 29,205	23,966 29,546	24,245 29,892	24,529 30,241	24,817 30,596	25,105 30,952	25,399 31,315	25,697 31,681	25,998 32,050	32,425
	184	7	24,603	24,891 30,685	25,182 31,046	25,476 31,408	25,776 31,776	26,075 32,147	26,381 32,523	26,690 32,905	27,001 33,289	27,318 33,676	27,636 34,073	27,961 34,470	28,286 34,873	28,618 35,281	28,952 35,693	29,290 36,112	29,632 36,533	29,979 36,960	30,332 37,393	37,829
	184	8	28,115	28,446 35,068	28,778 35,480	29,116 35,894	29,456 36,316	29,801 36,739	30,150 37,169	30,503 37,605	30,859 38,044	31,220 38,489	31,585 38,937	31,955 39,396	32,328 39,856	32,706 40,321	33,089 40,791	33,475 41,269	33,868 41,752	34,261 42,241	34,664 42,736	43,235
	216	6	24,752	25,041 30,873	25,334 31,234	25,630 31,599	25,930 31,969	26,233 32,343	26,539 32,721	26,850 33,104	27,164 33,491	27,482 33,883	27,804 34,279	28,128 34,680	28,458 35,086	28,791 35,496	29,128 35,912	29,468 36,332	29,814 36,757	30,162 37,187	30,515 37,623	38,062
107.2	260	8	36,141	36,564 45,082	36,992 45,610	37,426 46,143	37,864 46,683	38,307 47,230	38,756 47,782	39,209 48,342	39,668 48,907	40,132 49,480	40,602 50,059	41,077 50,644	41,557 51,237	42,043 51,837	42,535 52,443	43,033 53,057	43,537 53,678	44,046 54,307	44,561 54,942	55,584
108.1	260	8	40,271	40,742 50,233	41,219 50,821	41,701 51,417	42,190 52,019	42,683 52,626	43,183 53,243	43,689 53,866	44,200 54,496	44,715 55,134	45,238 55,778	45,769 56,431	46,304 57,091	46,846 57,759	47,394 58,435	47,948 59,117	48,510 59,810	49,078 60,508	49,652 61,217	61,932

## Unified Pay Schedule Effective July 1, 2025

Pay Grade	Days	Hours	STEPS																			
			0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	37
			19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36		
<b>108.2</b>	191	7	30,000	30,351 37,420	30,706 37,858	31,065 38,301	31,428 38,749	31,796 39,202	32,168 39,661	32,544 40,125	32,925 40,594	33,310 41,069	33,700 41,550	34,094 42,036	34,493 42,528	34,897 43,026	35,305 43,529	35,718 44,038	36,136 44,553	36,559 45,074	36,987 45,601	46,135
	216	7	33,927	34,324 42,320	34,726 42,815	35,132 43,316	35,543 43,823	35,959 44,336	36,380 44,855	36,806 45,380	37,237 45,911	37,673 46,448	38,114 46,991	38,560 47,541	39,011 48,097	39,467 48,660	39,929 49,229	40,396 49,805	40,869 50,388	41,347 50,978	41,831 51,574	52,177
	260	8	46,672	47,218 58,214	47,770 58,895	48,329 59,584	48,894 60,281	49,466 60,986	50,045 61,700	50,631 62,422	51,223 63,152	51,822 63,891	52,428 64,639	53,041 65,395	53,662 66,160	54,290 66,934	54,925 67,717	55,568 68,509	56,218 69,311	56,876 70,122	57,541 70,942	71,772
<b>108.3</b>	201	8	28,499	28,833 35,548	29,169 35,965	29,511 36,385	29,856 36,811	30,205 37,242	30,558 37,678	30,916 38,118	31,278 38,564	31,644 39,015	32,014 39,472	32,389 39,934	32,769 40,402	33,152 40,875	33,540 41,354	33,933 41,837	34,330 42,327	34,731 42,822	35,137 43,323	43,830
	216	8	30,626	30,984 38,199	31,347 38,646	31,714 39,098	32,084 39,556	32,459 40,019	32,838 40,488	33,222 40,962	33,611 41,442	34,005 41,927	34,403 42,417	34,805 42,913	35,212 43,416	35,624 43,924	36,041 44,437	36,463 44,957	36,889 45,484	37,321 46,015	37,758 46,554	47,099
	260	8	36,865	37,297 45,983	37,733 46,521	38,174 47,065	38,621 47,616	39,073 48,173	39,530 48,736	39,992 49,306	40,460 49,883	40,933 50,466	41,411 51,057	41,896 51,654	42,387 52,258	42,883 52,869	43,384 53,487	43,892 54,113	44,406 54,746	44,925 55,387	45,451 56,036	56,691
<b>108.4</b>	260	8	36,514	36,941 45,544	37,373 46,077	37,811 46,617	38,253 47,163	38,701 47,715	39,153 48,273	39,611 48,838	40,074 49,410	40,543 49,987	41,018 50,573	41,498 51,164	41,983 51,763	42,474 52,368	42,971 52,981	43,474 53,601	43,983 54,229	44,497 54,863	45,017 55,506	56,156
<b>108.5</b>	260	8	37,954	38,398 47,342	38,848 47,895	39,302 48,456	39,762 49,022	40,227 49,596	40,698 50,177	41,174 50,764	41,655 51,357	42,143 51,958	42,636 52,566	43,135 53,182	43,640 53,804	44,151 54,433	44,667 55,070	45,189 55,715	45,718 56,366	46,253 57,026	46,794 57,693	58,368
<b>108.6</b>	216	8	29,502	29,847 36,797	30,197 37,228	30,550 37,664	30,907 38,105	31,268 38,551	31,633 39,002	32,003 39,459	32,378 39,921	32,757 40,388	33,140 40,861	33,528 41,339	33,920 41,823	34,317 42,312	34,718 42,806	35,125 43,307	35,535 43,814	35,951 44,327	36,372 44,846	45,371
	260	8	35,506	35,921 44,286	36,341 44,804	36,766 45,328	37,196 45,858	37,631 46,395	38,071 46,938	38,516 47,487	38,967 48,043	39,423 48,605	39,884 49,174	40,351 49,749	40,823 50,331	41,301 50,920	41,784 51,516	42,273 52,119	42,768 52,729	43,268 53,346	43,774 53,970	54,601
<b>109</b>	260	8	34,525	34,929 43,064	35,338 43,568	35,751 44,077	36,169 44,592	36,593 45,114	37,021 45,642	37,455 46,177	37,892 46,718	38,336 47,265	38,784 47,818	39,237 48,378	39,696 48,944	40,160 49,516	40,631 50,096	41,106 50,681	41,587 51,275	42,074 51,874	42,566 52,481	53,095
<b>109.1</b>	184	6	39,477	39,938 49,240	40,405 49,816	40,878 50,399	41,356 50,989	41,839 51,586	42,329 52,190	42,825 52,801	43,326 53,419	43,833 54,044	44,346 54,676	44,866 55,316	45,390 55,964	45,920 56,619	46,458 57,281	47,001 57,951	47,552 58,630	48,108 59,315	48,671 60,010	60,712
	216	6	46,341	46,884 57,802	47,432 58,478	47,987 59,163	48,549 59,855	49,116 60,557	49,692 61,265	50,274 61,982	50,861 62,707	51,456 63,441	52,058 64,184	52,666 64,935	53,282 65,695	53,905 66,463	54,536 67,241	55,174 68,028	55,820 68,825	56,473 69,630	57,134 70,445	71,269

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Pay Grade	Days	Hours	STEPS																			
			0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	37
			19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36		
<b>109.2</b>	201	8	29,924	30,274 37,325	30,628 37,762	30,987 38,203	31,349 38,650	31,717 39,103	32,087 39,560	32,462 40,024	32,842 40,492	33,226 40,967	33,616 41,446	34,009 41,931	34,407 42,422	34,809 42,918	35,217 43,420	35,629 43,928	36,045 44,443	36,467 44,963	36,893 45,489	46,021
	216	8	32,157	32,533 40,111	32,914 40,581	33,298 41,056	33,688 41,537	34,082 42,023	34,481 42,514	34,884 43,011	35,292 43,515	35,705 44,024	36,123 44,540	36,546 45,061	36,973 45,588	37,406 46,121	37,844 46,661	38,286 47,207	38,734 47,759	39,188 48,319	39,647 48,884	49,457
	260	8	38,708	39,160 48,279	39,618 48,844	40,081 49,415	40,550 49,993	41,024 50,578	41,504 51,170	41,990 51,768	42,482 52,375	42,979 52,987	43,481 53,607	43,990 54,234	44,505 54,868	45,026 55,510	45,552 56,160	46,085 56,817	46,625 57,482	47,170 58,155	47,721 58,835	59,524
<b>109.3</b>	260	8	38,340	38,789 47,823	39,242 48,383	39,701 48,949	40,166 49,521	40,635 50,101	41,111 50,687	41,592 51,280	42,079 51,880	42,571 52,487	43,069 53,101	43,572 53,722	44,082 54,350	44,598 54,986	45,120 55,630	45,648 56,281	46,182 56,939	46,723 57,605	47,270 58,279	58,960
<b>109.4</b>	201	8	28,826	29,163 35,955	29,504 36,376	29,849 36,801	30,199 37,232	30,553 37,668	30,910 38,109	31,271 38,555	31,637 39,006	32,007 39,463	32,382 39,925	32,761 40,392	33,144 40,865	33,532 41,343	33,924 41,827	34,321 42,316	34,722 42,812	35,129 43,313	35,539 43,820	44,332
	216	8	30,977	31,339 38,639	31,706 39,092	32,076 39,549	32,451 40,012	32,831 40,481	33,216 40,954	33,604 41,433	33,997 41,918	34,395 42,408	34,797 42,905	35,204 43,407	35,616 43,915	36,033 44,429	36,455 44,948	36,881 45,474	37,313 46,007	37,750 46,545	38,192 47,090	47,642
	260	8	37,288	37,723 46,508	38,164 47,052	38,611 47,602	39,062 48,158	39,519 48,722	39,981 49,292	40,449 49,869	40,923 50,453	41,402 51,043	41,886 51,640	42,376 52,244	42,872 52,855	43,373 53,473	43,881 54,099	44,394 54,732	44,914 55,373	45,439 56,021	45,970 56,676	57,339
<b>109.5</b>	184	6	29,607	29,953 36,934	30,304 37,366	30,658 37,803	31,018 38,245	31,380 38,692	31,748 39,145	32,120 39,604	32,495 40,066	32,876 40,534	33,261 41,009	33,650 41,489	34,044 41,975	34,443 42,466	34,846 42,963	35,255 43,465	35,667 43,973	36,085 44,487	36,506 45,008	45,534
<b>110</b>	260	8	36,246	36,670 45,209	37,100 45,738	37,533 46,274	37,972 46,815	38,416 47,363	38,866 47,918	39,320 48,479	39,780 49,046	40,245 49,620	40,716 50,201	41,193 50,787	41,675 51,382	42,162 51,983	42,655 52,591	43,154 53,207	43,659 53,829	44,169 54,459	44,686 55,097	55,741
<b>110.1</b>	260	8	40,250	40,721 50,205	41,197 50,792	41,679 51,387	42,167 51,988	42,660 52,596	43,159 53,212	43,664 53,834	44,174 54,464	44,692 55,101	45,214 55,745	45,743 56,397	46,279 57,057	46,820 57,724	47,368 58,400	47,923 59,083	48,483 59,774	49,050 60,474	49,624 61,181	61,897
<b>110.2</b>	260	8	41,838	42,328 52,188	42,823 52,799	43,324 53,417	43,831 54,042	44,344 54,674	44,863 55,314	45,388 55,961	45,920 56,616	46,457 57,278	47,000 57,949	47,550 58,626	48,106 59,312	48,669 60,006	49,239 60,708	49,814 61,418	50,397 62,136	50,987 62,863	51,584 63,599	64,343
<b>110.3</b>	201	8	31,420	31,788 39,193	32,160 39,652	32,536 40,116	32,917 40,585	33,302 41,060	33,692 41,540	34,086 42,026	34,485 42,518	34,888 43,015	35,296 43,518	35,709 44,027	36,127 44,542	36,550 45,063	36,978 45,590	37,411 46,123	37,849 46,663	38,292 47,209	38,740 47,761	48,320

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Pay Grade	Days	Hours	STEPS																			
			0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	
			19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	
<b>110.3</b>	216	8	33,765	34,160 42,117	34,560 42,610	34,963 43,108	35,372 43,613	35,786 44,124	36,205 44,640	36,628 45,162	37,057 45,691	37,491 46,225	37,929 46,766	38,372 47,314	38,821 47,867	39,276 48,428	39,736 48,993	40,200 49,567	40,671 50,148	41,148 50,734	41,629 51,328	51,930
	260	8	40,643	41,119 50,696	41,600 51,289	42,087 51,889	42,579 52,496	43,077 53,110	43,581 53,731	44,091 54,360	44,607 54,996	45,129 55,639	45,657 56,290	46,191 56,949	46,731 57,615	47,278 58,289	47,831 58,971	48,391 59,661	48,957 60,359	49,530 61,065	50,110 61,779	62,502
<b>111</b>	260	8	38,068	36,679 45,222	37,108 45,751	37,542 46,286	37,981 46,828	38,425 47,376	38,875 47,930	39,330 48,491	39,790 49,058	40,256 49,632	40,727 50,213	41,204 50,800	41,686 51,394	42,174 51,995	42,667 52,603	43,166 53,218	43,671 53,841	44,182 54,471	44,699 55,108	55,753
<b>111.1</b>	260	8	41,169	41,651 51,352	42,139 51,953	42,632 52,561	43,131 53,176	43,636 53,799	44,146 54,428	44,663 55,064	45,186 55,709	45,714 56,361	46,248 57,020	46,789 57,687	47,336 58,362	47,889 59,045	48,450 59,736	49,017 60,435	49,590 61,142	50,171 61,857	50,758 62,580	63,312
<b>111.2</b>	260	8	42,274	42,769 52,731	43,269 53,348	43,776 53,972	44,288 54,604	44,806 55,243	45,331 55,890	45,861 56,544	46,397 57,205	46,940 57,874	47,489 58,551	48,045 59,236	48,606 59,929	49,176 60,630	49,751 61,339	50,333 62,057	50,922 62,783	51,518 63,517	52,121 64,260	65,012
<b>111.3</b>	260	8	43,941	44,455 54,808	44,975 55,449	45,502 56,097	46,034 56,754	46,572 57,417	47,117 58,089	47,668 58,769	48,225 59,457	48,790 60,153	49,361 60,857	49,938 61,569	50,522 62,289	51,113 63,018	51,711 63,755	52,316 64,502	52,928 65,256	53,547 66,020	54,173 66,792	67,574
<b>112</b>	260	8	39,967	40,434 49,853	40,908 50,437	41,387 51,027	41,871 51,624	42,361 52,228	42,857 52,839	43,359 53,458	43,866 54,083	44,379 54,717	44,899 55,357	45,424 56,005	45,955 56,660	46,493 57,323	47,037 57,994	47,587 58,672	48,144 59,359	48,706 60,053	49,277 60,755	61,466
<b>112.1</b>	201	8	44,000	44,515 54,883	45,036 55,525	45,563 56,175	46,096 56,832	46,635 57,497	47,181 58,170	47,733 58,851	48,291 59,540	48,856 60,237	49,428 60,942	50,006 61,655	50,591 62,376	51,183 63,106	51,782 63,844	52,388 64,591	53,001 65,347	53,621 66,112	54,248 66,886	67,669
	216	8	47,284	47,837 58,978	48,397 59,668	48,963 60,366	49,536 61,072	50,116 61,787	50,702 62,510	51,295 63,241	51,895 63,981	52,502 64,730	53,116 65,487	53,737 66,253	54,366 67,028	55,002 67,812	55,646 68,605	56,297 69,408	56,956 70,220	57,622 71,042	58,296 71,873	72,714
<b>112.2</b>	216	8	37,226	37,662 46,434	38,102 46,977	38,548 47,526	38,999 48,082	39,456 48,645	39,918 49,214	40,385 49,789	40,856 50,371	41,335 50,961	41,819 51,557	42,308 52,160	42,803 52,770	43,304 53,387	43,810 54,012	44,323 54,644	44,842 55,284	45,366 55,930	45,897 56,584	57,246
	260	8	44,810	45,334 55,894	45,865 56,548	46,401 57,210	46,944 57,879	47,493 58,556	48,049 59,242	48,612 59,935	49,181 60,636	49,756 61,345	50,338 62,062	50,927 62,788	51,523 63,523	52,126 64,266	52,736 65,019	53,353 65,779	53,978 66,549	54,609 67,327	55,248 68,115	68,912
<b>112.3</b>	260	8	44,383	44,903 55,360	45,428 56,007	45,959 56,662	46,497 57,325	47,041 57,996	47,591 58,674	48,147 59,361	48,710 60,055	49,280 60,758	49,857 61,469	50,440 62,188	51,031 62,915	51,627 63,651	52,232 64,396	52,843 65,150	53,461 65,912	54,087 66,684	54,719 67,464	68,253

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Pay Grade	Days	Hours	STEPS																			
			0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	37
			19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36		
<b>112.4</b>	260	8	43,166	43,671	44,182	44,699	45,221	45,751	46,286	46,828	47,376	47,930	48,491	49,058	49,632	50,213	50,801	51,395	51,997	52,605	53,220	
			53,843	54,473	55,110	55,755	56,407	57,068	57,735	58,410	59,094	59,785	60,484	61,192	61,908	62,633	63,365	64,107	64,856	65,616	66,383	
<b>113</b>	191	7	26,976	27,292	27,611	27,934	28,261	28,592	28,927	29,265	29,607	29,953	30,303	30,658	31,017	31,380	31,747	32,118	32,494	32,874	33,259	
			33,648	34,042	34,440	34,843	35,251	35,663	36,080	36,502	36,929	37,361	37,798	38,240	38,687	39,140	39,598	40,061	40,530	41,004	41,484	
	191	8	30,835	31,196	31,561	31,930	32,304	32,682	33,064	33,451	33,842	34,238	34,639	35,044	35,454	35,869	36,289	36,714	37,144	37,579	38,019	47,422
	260	8	41,966	42,458	42,954	43,457	43,966	44,480	45,001	45,527	46,059	46,598	47,143	47,694	48,252	48,817	49,388	49,965	50,550	51,141	51,740	64,536
			52,346	52,958	53,577	54,204	54,838	55,480	56,129	56,785	57,450	58,122	58,802	59,490	60,186	60,891	61,602	62,323	63,051	63,790		
<b>113.1</b>	260	8	45,324	45,855	46,391	46,934	47,483	48,039	48,600	49,169	49,745	50,327	50,916	51,511	52,114	52,724	53,340	53,964	54,595	55,233	55,879	69,699
			56,533	57,195	57,863	58,541	59,225	59,918	60,620	61,328	62,046	62,771	63,505	64,248	65,000	65,760	66,530	67,308	68,096	68,893		
<b>113.2</b>	260	8	46,603	47,148	47,699	48,257	48,821	49,393	49,971	50,556	51,147	51,746	52,351	52,964	53,584	54,211	54,844	55,486	56,134	56,792	57,456	71,667
			58,128	58,809	59,497	60,193	60,897	61,609	62,330	63,059	63,797	64,543	65,298	66,062	66,835	67,617	68,408	69,208	70,018	70,838		
<b>113.3</b>	260	8	48,442	49,008	49,582	50,162	50,748	51,342	51,943	52,551	53,166	53,789	54,418	55,054	55,698	56,350	57,009	57,676	58,351	59,033	59,724	74,495
			60,423	61,130	61,845	62,568	63,301	64,041	64,790	65,549	66,316	67,091	67,876	68,670	69,473	70,286	71,108	71,940	72,782	73,633		
<b>113.4</b>	216	8	39,087	39,545	40,007	40,475	40,949	41,429	41,914	42,404	42,899	43,402	43,910	44,424	44,943	45,468	46,001	46,539	47,084	47,634	48,191	
			48,756	49,326	49,902	50,487	51,076	51,675	52,279	52,890	53,509	54,135	54,768	55,409	56,057	56,713	57,377	58,048	58,727	59,414	60,108	
	260	8	47,050	47,600	48,157	48,720	49,290	49,867	50,450	51,040	51,637	52,241	52,852	53,470	54,096	54,729	55,369	56,017	56,672	57,335	58,006	72,354
			58,685	59,372	60,067	60,770	61,481	62,200	62,928	63,664	64,409	65,163	65,925	66,696	67,476	68,265	69,064	69,872	70,690	71,517		
<b>114</b>	260	8	44,067	44,583	45,105	45,633	46,166	46,706	47,252	47,805	48,365	48,931	49,503	50,083	50,669	51,262	51,862	52,469	53,083	53,703	54,331	67,767
			54,966	55,609	56,260	56,918	57,584	58,258	58,940	59,630	60,327	61,032	61,746	62,469	63,200	63,939	64,686	65,443	66,209	66,984		
<b>114.1</b>	260	8	47,593	48,150	48,714	49,284	49,860	50,444	51,034	51,632	52,235	52,847	53,465	54,091	54,724	55,364	56,012	56,667	57,330	58,001	58,679	73,196
			59,366	60,061	60,764	61,474	62,194	62,921	63,657	64,402	65,156	65,918	66,690	67,470	68,259	69,059	69,867	70,685	71,512	72,349		
<b>114.2</b>	260	8	50,867	51,462	52,063	52,673	53,289	53,912	54,543	55,181	55,827	56,480	57,141	57,809	58,486	59,171	59,863	60,563	61,272	61,989	62,714	78,225
			63,447	64,190	64,941	65,701	66,469	67,247	68,034	68,829	69,634	70,450	71,274	72,108	72,951	73,805	74,668	75,542	76,426	77,320		

## Unified Pay Schedule Effective July 1, 2025

Pay Grade	Days	Hours	STEPS																			
			0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	37
			19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36		
115	191	8	33,998	34,396 42,409	34,798 42,905	35,205 43,407	35,617 43,915	36,034 44,429	36,456 44,949	36,883 45,475	37,315 46,007	37,752 46,545	38,194 47,090	38,641 47,641	39,093 48,198	39,550 48,762	40,013 49,333	40,481 49,910	40,955 50,494	41,434 51,085	41,919 51,683	52,288
	260	8	46,268	46,810 57,713	47,358 58,388	47,913 59,072	48,473 59,763	49,040 60,462	49,614 61,170	50,194 61,886	50,781 62,610	51,375 63,343	51,976 64,085	52,584 64,834	53,199 65,592	53,822 66,360	54,452 67,136	55,089 67,921	55,734 68,716	56,386 69,521	57,045 70,334	71,157
115.1	201	8	40,000	40,468 49,894	40,941 50,478	41,420 51,069	41,905 51,667	42,395 52,272	42,891 52,884	43,393 53,503	43,901 54,129	44,415 54,762	44,935 55,403	45,461 56,051	45,993 56,707	46,531 57,370	47,075 58,041	47,626 58,720	48,183 59,407	48,747 60,102	49,317 60,805	61,516
	216	8	42,984	43,487 53,617	43,996 54,244	44,511 54,879	45,032 55,521	45,559 56,171	46,092 56,828	46,631 57,493	47,177 58,166	47,729 58,847	48,287 59,536	48,852 60,233	49,424 60,938	50,002 61,651	50,587 62,372	51,179 63,102	51,778 63,840	52,384 64,587	52,997 65,343	66,108
115.2	260	8	51,380	51,981 64,087	52,590 64,836	53,205 65,595	53,827 66,362	54,456 67,138	55,094 67,924	55,738 68,719	56,390 69,522	57,049 70,335	57,717 71,158	58,392 71,990	59,076 72,833	59,767 73,685	60,467 74,547	61,174 75,419	61,889 76,301	62,613 77,193	63,346 78,097	79,010
115.3	260	8	53,407	54,032 66,617	54,664 67,396	55,304 68,185	55,951 68,983	56,605 69,790	57,268 70,606	57,938 71,432	58,615 72,268	59,301 73,113	59,995 73,968	60,697 74,834	61,407 75,710	62,125 76,595	62,852 77,491	63,588 78,398	64,332 79,315	65,084 80,243	65,846 81,183	82,132
116	216	8	40,354	40,826 50,335	41,304 50,924	41,787 51,519	42,276 52,122	42,771 52,732	43,272 53,349	43,778 53,973	44,290 54,604	44,809 55,243	45,333 55,889	45,863 56,544	46,400 57,205	46,942 57,874	47,492 58,551	48,047 59,236	48,609 59,929	49,178 60,630	49,753 61,340	62,058
	260	8	48,573	49,141 60,586	49,716 61,295	50,298 62,012	50,886 62,738	51,482 63,471	52,084 64,214	52,693 64,966	53,310 65,726	53,933 66,494	54,564 67,272	55,203 68,060	55,848 68,856	56,502 69,661	57,163 70,476	57,832 71,300	58,508 72,134	59,193 72,978	59,886 73,832	74,696
116.1	216	8	51,840	52,447 64,662	53,061 65,419	53,682 66,184	54,310 66,958	54,945 67,741	55,588 68,534	56,238 69,336	56,896 70,147	57,562 70,968	58,235 71,798	58,916 72,638	59,605 73,488	60,302 74,348	61,008 75,218	61,722 76,098	62,444 76,988	63,175 77,889	63,914 78,800	79,722
	260	8	62,400	63,130 77,833	63,869 78,744	64,616 79,665	65,372 80,597	66,137 81,540	66,911 82,494	67,694 83,459	68,486 84,435	69,287 85,423	70,098 86,422	70,918 87,433	71,748 88,456	72,587 89,491	73,436 90,538	74,295 91,597	75,164 92,669	76,043 93,753	76,933 94,850	95,960
116.2	260	8	52,459	53,073 65,434	53,694 66,199	54,322 66,974	54,957 67,758	55,600 68,550	56,251 69,353	56,909 70,164	57,575 70,985	58,249 71,816	58,930 72,656	59,620 73,506	60,317 74,366	61,023 75,237	61,737 76,117	62,459 77,007	63,190 77,908	63,929 78,819	64,677 79,741	80,675
116.3	260	8	53,939	54,570 67,280	55,208 68,068	55,854 68,864	56,506 69,670	57,168 70,485	57,837 71,309	58,513 72,144	59,198 72,987	59,890 73,842	60,591 74,706	61,300 75,580	62,017 76,464	62,744 77,359	63,478 78,264	64,221 79,180	64,973 80,106	65,733 81,043	66,502 81,992	82,951

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Pay Grade	Days	Hours	STEPS																				
			0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	37	
			19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36			
<b>116.4</b>	260	8	56,067	56,723	57,386	58,058	58,738	59,424	60,119	60,822	61,534	62,254	62,983	63,720	64,465	65,220	65,983	66,755	67,536	68,325	69,124		
			69,933	70,752	71,580	72,417	73,264	74,122	74,989	75,867	76,755	77,653	78,562	79,481	80,411	81,351	82,303	83,265	84,240	85,226	86,223		
<b>117</b>	201	8	39,429	39,890	40,356	40,828	41,306	41,789	42,278	42,773	43,274	43,780	44,292	44,811	45,335	45,865	46,402	46,944	47,494	48,049	48,609	49,178	
			48,611	49,180	49,755	50,337	50,926	51,521	52,124	52,734	53,352	53,975	54,606	55,245	55,892	56,546	57,207	57,876	58,553	59,238	59,931		
	216	8	42,372	42,867	43,369	43,876	44,390	44,910	45,435	45,966	46,503	47,047	47,598	48,154	48,718	49,288	49,865	50,448	51,038	51,636	52,240	65,160	
	260	8	51,003	49,142	49,717	50,299	50,887	51,482	52,084	52,693	53,310	53,934	54,565	55,203	55,849	56,502	57,163	57,832	58,509	59,194	59,887	74,700	
			60,588	61,297	62,014	62,740	63,474	64,217	64,968	65,728	66,497	67,275	68,062	68,858	69,664	70,479	71,304	72,138	72,982	73,836			
<b>117.1</b>	201	7	39,045	39,503	39,964	40,432	40,904	41,383	41,868	42,359	42,854	43,355	43,862	44,375	44,895	45,418	45,951	46,490	47,032	47,584	48,138		
			48,701	49,271	49,851	50,433	51,024	51,619	52,223	52,834	53,455	54,078	54,712	55,350	55,999	56,653	57,316	57,987	58,666	59,352	60,047		
	216	7	41,961	42,451	42,947	43,451	43,957	44,473	44,992	45,520	46,051	46,592	47,136	47,686	48,245	48,810	49,381	49,960	50,543	51,134	50,226	63,783	
	216	8	47,956	48,516	49,083	49,657	50,237	50,826	51,419	52,022	52,631	53,248	53,869	54,499	55,138	55,782	56,436	57,096	57,763	58,441	59,124	73,747	
			59,814	60,516	61,221	61,940	62,664	63,398	64,139	64,889	65,649	66,416	67,193	67,979	68,775	69,580	70,394	71,218	72,050	72,894			
<b>117.2</b>	260	8	59,310	60,003	60,705	61,415	62,133	62,860	63,596	64,340	65,093	65,854	66,624	67,404	68,192	68,990	69,797	70,614	71,440	72,275	73,121	91,206	
			73,977	74,843	75,719	76,604	77,500	78,407	79,324	80,252	81,191	82,141	83,102	84,075	85,058	86,054	87,061	88,080	89,110	90,152			
<b>118</b>	260	8	53,559	54,186	54,821	55,462	56,111	56,767	57,432	58,104	58,783	59,471	60,167	60,871	61,583	62,303	63,032	63,769	64,515	65,270	66,033	82,366	
			66,806	67,587	68,378	69,178	69,988	70,807	71,635	72,473	73,322	74,179	75,048	75,926	76,814	77,713	78,622	79,542	80,472	81,414			
<b>118.1</b>	260	8	57,845	58,522	59,206	59,899	60,600	61,308	62,026	62,751	63,485	64,227	64,979	65,739	66,509	67,287	68,075	68,872	69,677	70,492	71,316	88,954	
			72,151	72,995	73,849	74,713	75,587	76,472	77,366	78,271	79,187	80,113	81,051	81,999	82,958	83,929	84,910	85,904	86,909	87,925			
<b>118.2</b>	260	8	59,477	60,172	60,876	61,588	62,309	63,038	63,776	64,522	65,277	66,041	66,814	67,595	68,386	69,186	69,996	70,815	71,644	72,483	73,331	91,468	
			74,188	75,056	75,934	76,822	77,721	78,631	79,551	80,482	81,423	82,376	83,339	84,315	85,301	86,300	87,310	88,332	89,365	90,411			
<b>118.3</b>	260	8	62,472	63,203	63,943	64,692	65,448	66,213	66,989	67,772	68,565	69,367	70,179	71,000	71,829	72,671	73,520	74,380	75,250	76,131	77,022	96,073	
			77,923	78,835	79,757	80,689	81,633	82,589	83,556	84,533	85,521	86,523	87,535	88,560	89,595	90,644	91,704	92,777	93,863	94,961			



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Pay Grade	Days	Hours	STEPS																			
			0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	37
			19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36		
<b>123.1</b>	216	8	65,101	65,862	66,633	67,414	68,202	68,999	69,807	70,624	71,450	72,286	73,132	73,987	74,854	75,729	76,616	77,512	78,419	79,335	80,264	
			81,203	82,153	83,113	84,086	85,071	86,066	87,072	88,091	89,122	90,165	91,219	92,287	93,367	94,459	95,564	96,681	97,813	98,956	100,115	
<b>123.2</b>	260	8	73,192	74,048	74,914	75,790	76,677	77,574	78,482	79,400	80,329	81,268	82,219	83,181	84,154	85,139	86,135	87,142	88,162	89,193	90,236	
			91,292	92,360	93,441	94,533	95,640	96,758	97,890	99,036	100,194	101,366	102,552	103,752	104,966	106,194	107,436	108,693	109,965	111,251	112,553	
	260	8	73,192	74,048	74,914	75,790	76,677	77,574	78,482	79,400	80,329	81,268	82,219	83,181	84,154	85,139	86,135	87,142	88,162	89,193	90,236	
			91,292	92,360	93,441	94,533	95,640	96,758	97,890	99,036	100,194	101,366	102,552	103,752	104,966	106,194	107,436	108,693	109,965	111,251	112,553	
<b>123.3</b>	260	8	78,883	79,806	80,739	81,684	82,639	83,606	84,584	85,574	86,575	87,588	88,613	89,651	90,700	91,762	92,835	93,921	95,020	96,132	97,257	
			98,395	99,547	100,711	101,890	103,082	104,288	105,508	106,742	107,991	109,255	110,533	111,826	113,134	114,458	115,798	117,152	118,522	119,909	121,312	
<b>123.4</b>	191	8	57,557	58,231	58,912	59,601	60,298	61,004	61,718	62,440	63,170	63,909	64,657	65,413	66,179	66,953	67,737	68,529	69,330	70,142	70,963	
			71,793	72,634	73,483	74,343	75,213	76,092	76,982	77,882	78,794	79,716	80,649	81,592	82,547	83,513	84,491	85,480	86,480	87,491	88,515	
			60,434	61,143	61,858	62,583	63,315	64,056	64,806	65,563	66,330	67,106	67,890	68,683	69,487	70,302	71,124	71,957	72,798	73,651	74,510	92,942
	191	8	75,383	76,264	77,157	78,059	78,974	79,897	80,833	81,778	82,736	83,702	84,681	85,673	86,673	87,690	88,714	89,754	90,805	91,864	92,942	
	191	8	63,447	64,188	64,939	65,700	66,468	67,247	68,033	68,829	69,634	70,449	71,273	72,107	72,949	73,803	74,668	75,541	76,425	77,317	78,220	
			79,138	80,065	81,000	81,947	82,910	83,876	84,857	85,853	86,856	87,871	88,899	89,943	90,991	92,057	93,134	94,223	95,325	96,443	97,571	
<b>124</b>	260	8	71,757	72,597	73,446	74,305	75,175	76,055	76,944	77,844	78,754	79,676	80,609	81,551	82,506	83,471	84,447	85,435	86,435	87,446	88,466	
			88,469	89,504	90,551	91,610	92,682	93,767	94,864	95,974	97,097	98,233	99,383	100,545	101,721	102,911	104,115	105,333	106,566	107,812	109,073	
<b>125</b>	260	8	75,352	76,234	77,126	78,028	78,940	79,864	80,799	81,744	82,700	83,668	84,647	85,637	86,639	87,652	88,678	89,715	90,765	91,827	92,901	
			93,988	95,087	96,200	97,326	98,464	99,616	100,781	101,960	103,153	104,360	105,581	106,815	108,065	109,329	110,608	111,902	113,211	114,535	115,875	
<b>125.1</b>	260	8	77,282	78,186	79,100	80,026	80,963	81,910	82,868	83,838	84,819	85,812	86,816	87,832	88,859	89,900	90,951	92,016	93,093	94,182	95,284	
			96,399	97,528	98,669	99,823	100,991	102,173	103,369	104,578	105,803	107,040	108,292	109,559	110,841	112,137	113,450	114,776	116,119	117,477	118,852	
<b>125.2</b>	260	8	86,978	87,996	89,025	90,067	91,120	92,187	93,265	94,356	95,460	96,577	97,707	98,851	100,007	101,177	102,360	103,558	104,770	105,996	107,237	
			108,491	109,761	111,044	112,343	113,657	114,987	116,333	117,694	119,071	120,464	121,873	123,299	124,741	126,201	127,677	129,171	130,682	132,211	133,758	
<b>126.1</b>	260	8	79,123	80,049	80,985	81,933	82,891	83,861	84,842	85,834	86,838	87,855	88,883	89,922	90,974	92,039	93,116	94,206	95,309	96,424	97,551	
			98,693	99,848	101,016	102,199	103,395	104,604	105,828	107,066	108,319	109,586	110,868	112,165	113,478	114,805	116,148	117,507	118,881	120,272	121,679	

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Pay Grade	Days	Hours	STEPS																			
			0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	37
			19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36		
<b>128.1</b>	260	8	85,566	86,567 106,731	87,581 107,980	88,605 109,244	89,642 110,521	90,689 111,814	91,753 113,123	92,828 114,445	93,909 115,784	95,012 117,140	96,124 118,510	97,248 119,896	98,387 121,299	99,537 122,718	100,701 124,154	101,879 125,606	103,071 127,075	104,277 128,563	105,497 130,066	131,589
<b>129</b>	260	8	91,602	92,674 114,257	93,759 115,593	94,856 116,946	95,966 118,314	97,088 119,698	98,224 121,099	99,373 122,515	100,535 123,948	101,711 125,398	102,901 126,865	104,105 128,350	105,323 129,851	106,556 131,371	107,802 132,908	109,064 134,463	110,339 136,036	111,630 137,628	112,936 139,238	140,868
<b>129.1</b>	260	8	89,853	90,905 112,079	91,969 113,391	93,045 114,717	94,134 116,060	95,235 117,417	96,349 118,791	97,476 120,181	98,616 121,587	99,771 123,010	100,938 124,450	102,118 125,905	103,313 127,377	104,522 128,868	105,746 130,376	106,983 131,901	108,235 133,444	109,502 135,006	110,784 136,585	138,184
<b>129.2</b>	260	8	98,930	100,088 123,397	101,260 124,841	102,444 126,301	103,643 127,779	104,855 129,274	106,083 130,787	107,323 132,316	108,578 133,865	109,848 135,430	111,133 137,015	112,434 138,618	113,750 140,239	115,081 141,880	116,427 143,540	117,789 145,220	119,167 146,919	120,560 148,638	121,971 150,378	152,138
<b>130</b>	260	8	96,184	97,310 119,973	98,448 121,377	99,600 122,796	100,765 124,233	101,945 125,686	103,137 127,157	104,344 128,645	105,565 130,150	106,800 131,672	108,049 133,212	109,313 134,771	110,592 136,348	111,886 137,943	113,195 139,557	114,519 141,189	115,859 142,841	117,215 144,513	118,586 146,203	147,914
<b>130.1</b>	260	8	94,349	95,453 117,685	96,571 119,062	97,700 120,455	98,843 121,864	100,000 123,290	101,170 124,733	102,353 126,193	103,551 127,667	104,762 129,162	105,988 130,673	107,228 132,202	108,483 133,750	109,752 135,314	111,036 136,897	112,335 138,499	113,649 140,120	114,979 141,760	116,324 143,418	145,096
<b>130.2</b>	260	8	111,024	112,323 138,484	113,637 140,104	114,966 141,743	116,312 143,402	117,672 145,079	119,049 146,777	120,441 148,494	121,850 150,231	123,277 151,989	124,719 153,767	126,178 155,566	127,655 157,386	129,149 159,228	130,660 161,091	132,189 162,976	133,735 164,883	135,300 166,812	136,882 168,763	170,737
<b>131</b>	260	8	100,967	102,148 125,940	103,343 127,413	104,553 128,904	105,776 130,412	107,014 131,938	108,266 133,481	109,532 135,043	110,813 136,623	112,110 138,221	113,421 139,838	114,748 141,474	116,091 143,129	117,450 144,803	118,824 146,498	120,215 148,212	121,622 149,946	123,044 151,701	124,484 153,475	155,271
<b>131.1</b>	260	8	104,419	105,641 130,246	106,877 131,769	108,127 133,311	109,392 134,870	110,672 136,448	111,967 138,045	113,277 139,660	114,603 141,293	115,944 142,946	117,301 144,619	118,672 146,312	120,061 148,023	121,466 149,755	122,887 151,507	124,325 153,279	125,779 155,073	127,251 156,888	128,740 158,723	160,580
<b>132.1</b>	260	8	114,860	116,205 143,270	117,564 144,946	118,940 146,642	120,332 148,357	121,740 150,094	123,163 151,850	124,605 153,626	126,063 155,425	127,538 157,243	129,029 159,081	130,540 160,944	132,068 162,824	133,612 164,731	135,175 166,659	136,757 168,609	138,357 170,581	139,976 172,579	141,614 174,596	176,639

## Unified Pay Schedule Effective July 1, 2025

Pay Grade	Days	Hours	STEPS																			
			0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	37
			19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36		
<b>133</b>	260	8	111,320	112,622	113,940	115,273	116,621	117,985	119,366	120,763	122,176	123,605	125,051	126,513	127,994	129,491	131,006	132,539	134,090	135,659	137,247	
				138,852	140,476	142,120	143,783	145,465	147,167	148,889	150,631	152,393	154,176	155,980	157,805	159,650	161,518	163,408	165,320	167,255	169,212	171,192
<b>133.1</b>	260	8	126,347	127,826	129,321	130,835	132,365	133,913	135,481	137,065	138,669	140,291	141,933	143,594	145,273	146,974	148,692	150,433	152,192	153,974	155,775	
				157,597	159,442	161,307	163,195	165,103	167,034	168,990	170,966	172,967	174,990	177,037	179,110	181,204	183,324	185,470	187,639	189,836	192,056	194,303
<b>133.2</b>	260	8	109,200	110,477	111,769	113,078	114,400	115,738	117,092	118,462	119,849	121,251	122,669	124,104	125,556	127,025	128,511	130,015	131,536	133,075	134,632	
				136,207	137,801	139,413	141,044	142,694	144,364	146,053	147,762	149,490	151,239	153,009	154,799	156,609	158,442	160,296	162,171	164,069	165,989	167,931
<b>134.1</b>	260	8	114,660	116,002	117,359	118,732	120,121	121,526	122,948	124,386	125,841	127,313	128,803	130,310	131,835	133,377	134,938	136,517	138,114	139,730	141,365	
				143,019	144,692	146,385	148,098	149,831	151,584	153,358	155,152	156,967	158,804	160,662	162,542	164,444	166,368	168,315	170,284	172,276	174,292	176,331
<b>135</b>	260	8	122,733	124,170	125,623	127,093	128,580	130,085	131,607	133,146	134,705	136,281	137,876	139,488	141,120	142,771	144,441	146,131	147,840	149,569	151,320	
				153,090	154,881	156,694	158,527	160,381	162,258	164,156	166,076	168,020	169,986	171,974	173,986	176,022	178,081	180,164	182,273	184,405	186,563	188,746
<b>136</b>	260	8	128,885	130,393	131,919	133,462	135,024	136,604	138,202	139,819	141,455	143,110	144,785	146,478	148,192	149,925	151,680	153,454	155,250	157,066	158,904	
				160,763	162,644	164,547	166,472	168,420	170,391	172,385	174,402	176,442	178,506	180,595	182,707	184,845	187,008	189,196	191,410	193,649	195,915	198,207
<b>137</b>	260	8	135,316	136,899	138,500	140,120	141,759	143,418	145,096	146,794	148,512	150,250	152,007	153,786	155,586	157,407	159,248	161,111	162,996	164,903	166,831	
				168,783	170,758	172,757	174,778	176,823	178,892	180,984	183,102	185,244	187,411	189,604	191,822	194,066	196,336	198,634	200,957	203,308	205,687	208,093
<b>139</b>	260	8	149,185	150,930	152,696	154,482	156,289	158,118	159,969	161,841	163,734	165,649	167,587	169,548	171,531	173,538	175,568	177,622	179,700	181,802	183,930	
				186,082	188,259	190,462	192,690	194,944	197,225	199,533	201,867	204,228	206,618	209,035	211,481	213,954	216,458	218,990	221,552	224,145	226,767	229,421

**Supplemental Pay Schedule  
Effective July 1, 2025**

SUPPLEMENT / DUTY	AMOUNT	ADDITIONAL INFORMATION
Academic Architect	\$1,500	For teachers.
Additional Responsibilities / Supervisory / Administrative	5%	
Administrative Dean	5%	
Advance I Certificate	\$288	For custodial staff.
Advance II Certificate	\$360	For custodial staff.
Advance III Certificate	\$432	For custodial staff.
Associate Degree	\$216	For positions where degree is not required.
Attendance Bonus	\$50	For bus operators and monitors with perfect attendance each pay period.
Bachelor's Degree	\$504	For positions where degree is not required.
Band Director	11%	
Basic Certificate	\$144	For custodial staff.
Bus Operator Trainer	\$800 per session	For Bus Operator trainers who complete full new hire training session.
CDL Incentive	\$1,500	For full time employees who obtain CDL; driving commitment required; paid in one installment.
Certified Nurse Aide Program Coordinator	5%	
Chromebook Manager	\$1,000	
Crossing Guard	\$2,000	
Department Chair – High	5%	With 210 day teacher contract.
Department Chair – Middle	\$1,250	
Doctorate Degree	\$1,200	For positions where degree is not required.
Finance Officer I	\$1,000	Elementary schools, preschools, Amelia Street and RCEEA; paid in four installments.
	\$1,500	Elementary schools with fall membership over 600; paid in four installments.
Finance Officer II	\$2,500	Middle schools, Open High, Richmond Community High and Franklin Military Academy; paid in four installments.
	\$3,000	Middle schools with fall membership over 600; paid in four installments.

\$ Annual supplement; % Based on annual salary

**Supplemental Pay Schedule  
Effective July 1, 2025**

SUPPLEMENT / DUTY	AMOUNT	ADDITIONAL INFORMATION
Finance Officer III	\$4,000	High schools; paid in four installments.
	\$4,500	High Schools with fall membership over 800; paid in four installments.
Grade Level Lead - Elementary	\$500	
High Usage Management	5%	Deemed by Principal.
Identified School Testing Coordinator (STC)	\$2,000	
Instructional Lead	\$500	
Lead Educational Diagnostician	5%	
Lead Educational Technology Integrator	5%	
Lead Occupational Therapist	5%	
Lead Psychologist	5%	
Lead Security Specialist	5%	
Lead Social Worker	5%	
Lead Speech Pathologist	5%	
Mandt Lead Instructor	\$500	
Master's Degree	\$576	For positions where degree is not required.
Middle/Secondary Enrollment: 1 – 9% (151 – 164 Students) Over the VDOE Threshold	\$500	Per semester for middle and high school teachers per Administrative Code 8VAC20-131-240.
Middle/Secondary Enrollment: 10%+ (165+ Students) Over the VDOE Threshold	\$750	Per semester for middle and high school teachers per Administrative Code 8VAC20-131-240.
National Board Certification	5%	For staff who achieve and maintain the National Board Certification. Must qualify under VDOE regulations.
Night Differential	\$1,248	
Occupational Therapist	10%	
Physical Therapist	10%	
Principal of Distinction	\$5,000	For Principals who possess the licensure endorsement governed by VDOE.
School Nutrition Manager of 2 Schools	10%	
School Nutrition Manager of 3 Schools	15%	

\$ Annual supplement; % Based on annual salary

**Supplemental Pay Schedule  
Effective July 1, 2025**

SUPPLEMENT / DUTY	AMOUNT	ADDITIONAL INFORMATION
Special Needs Bus Operator	\$500	
Speech Pathologist	10%	
Student Activities Coordinator – High School – High Use School	5%	
Student Activities Coordinator – Middle School	10%	
Testing Support	\$1,000	For non-classroom teachers.
Textbook and Digital Asset Manager –All grade levels based on enrollment	\$500	1 – 600 students.
	\$800	601 – 1,200 students.
	\$1,200	1,201+ students.
Third Party DMV Tester	5%	
Web Master	\$1,000	

\$ Annual supplement; % Based on annual salary

**Substitute Rate Schedule  
Effective July 1, 2025**

<b>JOB TITLE</b>	<b>HOURLY RATE</b>	<b>HOURS PER DAY</b>	<b>DAILY RATE</b>
Attendance Helper	\$12.50	7	\$87.50
Bus Monitor	\$12.50	6	\$75.00
Bus Operator	\$21.00	6	\$126.00
Clerical	\$13.50	8	\$108.00
Clerical Long-Term	\$15.00	8	\$120.00
Custodian	\$12.50	8	\$100.00
Instructional Assistant	\$14.00	7	\$98.00
Instructional Assistant Long-Term	\$15.50	7	\$108.50
Librarian Long-Term (must hold endorsement)	\$32.30	8	\$258.40
LPN	\$24.28	7	\$169.96
Nurse Assistant	\$19.00	7	\$133.00
RN	\$28.75	8	\$230.00
School Counselor Long-Term (must hold endorsement)	\$33.10	8	\$264.80
Security	\$12.50	8	\$100.00
Security Long-Term	\$14.35	8	\$114.80
Security Night	\$20.00	8	\$160.00
Teacher Daily – Tuesdays, Wednesdays and Thursdays	\$17.00	8	\$136.00
Teacher Daily – Mondays and Fridays	\$19.00	8	\$152.00
Teacher Long-Term and/or Annual	\$28.13	8	\$225.04

**Temporary Rate Schedule  
Effective July 1, 2025**

JOB TITLE	HOURLY RATE
Academic Coach	\$21.00
After School Activities Bus Driver	\$21.00
Aftercare Counselor	\$15.00
Algebra Readiness Administrator	\$30.00
Before and After School	\$21.00 – Teachers
	\$15.00 – Instructional Assistants
	\$12.50 – Clerical
Bilingual Parent Resource Liaison	\$21.00
Bus Driver Training (New)	\$22.00
Career and Technical Education Finance Officer – RTC (Night)	\$12.50
Career and Technical Education Office Associate – RTC (Night)	\$12.50
Career and Technical Education Teacher – RTC (Day or Night)	\$29.55
Career Coach Richmond Teacher Residency	\$25.00
Cooperative Education Student	\$12.50
Coordinator of Student Conduct	\$30.55
Data Coordinator – 21 <sup>st</sup> Century	\$21.00
Driver Range Instructor	\$25.00
Floating PreK Staff Support	\$15.00
Food Service Worker	\$18.93
Foreign Language Temp	\$30.00
Free/Reduced Lunch Application	\$12.50
Gaggle Support	\$40.00
GED Adult Education Enrollment/Data Coordinator	\$30.55
GED Data Clerical	\$12.50
GED Data Tech	\$12.50
GED Instructional Assistant	\$25.00
GED Instructor	\$30.55
GED Test Examiner	\$18.00
Homebound Teacher	\$30.00
Individual Student Alternative Ed Plan Coordinator – Youth GED	\$30.55
IEP Summer Support	\$25.00
Instructional Resource Designer	\$28.00

**Temporary Rate Schedule  
Effective July 1, 2025**

JOB TITLE	HOURLY RATE
Instructor ABE/GED – Goochland	\$28.00
Interim Appointment	Minimum of interim pay grade
Intern	\$12.50
Internal Facilitator – School Improvement	\$40.00
Intersession Tutor – Patrick Henry	\$40.00
Instructional Coach	\$21.00
Job Coach	\$17.00
Language Instruction Educational Programs Instructional Assistant	\$13.00
Language Instruction Educational Programs Instructor for Adults	\$30.55
Language Instruction Educational Programs Parent Facilitator	\$21.00
Lunch Monitor	\$12.50
Lunch Supervision – Teachers	\$21.00
Mental Health Institute Attendee (Outside of Contract)	\$40.00
Nurse Summer Enrollment Support (RN/LPN)	\$22.00
Parent Facilitator	\$21.00
Per Class Hourly Teacher	\$31.20
Preschool Aftercare Program Coordinator	\$40.00
Preschool Aftercare Site Coordinator	\$20.00
Project Facilitator – Trainer for AP Classes	\$40.00
Reach Academy Teacher – Tier 1	\$50.00
Reach Academy Teacher – Tier 2	\$35.00
Reading Coach – R3	\$23.00
Richmond Eagles Medford Basketball League Coach	\$21.00
Richmond Regional Instructional Career Counselor	\$30.55
School Application Review Support	\$22.00
Site Coordinator – 21 <sup>st</sup> Century	\$35.00
Site Facilitator – 21 <sup>st</sup> Century	\$35.00
Security – 21 <sup>st</sup> Century	\$17.00
Summer Child Find, Evaluation, IEP Development for Early Childhood Special Education	\$40.00
Summer Developmental Screening Process for Newly Enrolled Preschoolers	\$15.00
Teacher Alternative Programs	\$30.00

**Temporary Rate Schedule  
Effective July 1, 2025**

JOB TITLE	HOURLY RATE
Teacher/Tutor – 21 <sup>st</sup> Century	\$30.00
Temporary	Salary contingent upon assignment
Temporary Administrator – Assistant Principal	\$40.00
Temporary Administrator – Principal	\$50.00
Temporary Clerical	\$12.50
Temporary Custodian	\$15.00
Temporary Information Technology	\$12.50
Temporary Instructional Specialist	\$40.00
Temporary Care and Safety Associate	\$17.00
Temporary Speech Pathologist	\$30.00
Textbook Manager	\$30.00
Tutor – 21 <sup>st</sup> Century Grant	\$21.00
Tutor – Coaches in the Classroom	\$30.00
Tutor – Extended Day	\$30.00 – Teachers
	\$15.00 – Instructional Assistants
Tutor – Early Intervention	\$21.00 – Bachelor’s Degree
	\$16.00 – 60 Credit Hours
Tutor – Jobs for Virginia Graduates	\$30.00
Tutor – LIEP	\$30.00
Tutor – Literacy and Math	\$21.00 - \$25.00
Virtual Tutoring Initiative Teacher – Tier 1	\$50.00
Translator/Interpreter	\$35.00
Virtual Tutoring Initiative Teacher – Tier 2	\$35.00
VGLA Scorer	\$18.00

**Summer School Rate Schedule  
Effective July 1, 2025**

JOB TITLE	HOURLY RATE
Administrative Intern	\$40.00
Bus Monitor	\$25.00
Bus Operator	\$30.00
Care and Safety Associate	\$38.00
Clerical	\$20.00
Instructional Assistant	\$25.00
Librarian Media Specialist	\$40.00
Licensed Practical Nurse	\$35.00
Principal	\$50.00
Registered Nurse	\$35.00
School Counselor	\$40.00
School Nutrition Assistant	\$17.00
School Nutrition Manager	\$22.00
Substitute Clerical	\$20.00
Substitute Instructional Assistant	\$25.00
Substitute Teacher	\$40.00
Teacher	\$40.00
Testing Coordinator	\$40.00
Tutor – Degreed	\$25.00
Tutor – Non-Degreed	\$21.00

**Athletic Supplement Schedule  
Effective July 1, 2025**

**High School**

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

**Athletic Supplement Schedule  
Effective July 1, 2025**

**Middle School**

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

\*Supplement paid by school

**Academic/Extracurricular Supplement Schedule  
Effective July 1, 2025**

**High School**

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

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

**Academic/Extracurricular Supplement Schedule  
Effective July 1, 2025**

**Alternative High School**

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

**Middle School**

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

**Elementary School**

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

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

**Contract Schedule  
Effective July 1, 2025**

**Teacher**

<b>CONTRACT LENGTH</b>	<b>PAYCHECKS</b>	<b>CONTRACT DATES</b>	<b>PAY START DATE</b>	<b>PAY END DATE</b>
260 Days	24	7/1/2025 – 6/30/2026	July 15, 2025	June 30, 2026
230 Days	24	8/1/2025 – 6/30/2026	August 15, 2025	July 31, 2026
210 Days	24	8/4/2025 – 6/8/2026	August 31, 2025	August 15, 2026
200 Days	24	8/11/2025 – 6/1/2026	August 31, 2025	August 15, 2026

**Support**

<b>CONTRACT LENGTH</b>	<b>PAYCHECKS</b>	<b>CONTRACT DATES</b>	<b>PAY START DATE</b>	<b>PAY END DATE</b>
260 Days	24	7/1/2025 – 6/30/2026	July 15, 2025	June 30, 2026
216 Days	24	8/1/2025 – 6/30/2026	August 15, 2025	July 31, 2026
201 Days	24	8/4/2025 – 6/8/2026	August 31, 2025	August 15, 2026
191 Days	24	8/11/2025 – 6/1/2026	August 31, 2025	August 15, 2026
183 Days	24	8/14/2025 – 5/29/2026	August 31, 2025	August 15, 2026

**RPS200 Schools**

<b>CONTRACT LENGTH</b>	<b>PAYCHECKS</b>	<b>CONTRACT DATES</b>	<b>PAY START DATE</b>	<b>PAY END DATE</b>
Teacher – 230 Days	24	7/14/2025 – 6/1/2026	July 31, 2025	July 15, 2026
Support – 216 Days	24	7/14/2025 – 6/1/2026	July 31, 2025	July 15, 2026
Transportation – 216 Days	24	7/17/2025 – 5/29/2026	July 31, 2025	July 15, 2026

**Patrick Henry**

<b>CONTRACT LENGTH</b>	<b>PAYCHECKS</b>	<b>CONTRACT DATES</b>	<b>PAY START DATE</b>	<b>PAY END DATE</b>
Teacher – 230 Days	24	7/14/2025 – 6/12/2026	July 31, 2025	July 15, 2026
Teacher – 210 Days	24	7/21/2025 – 6/12/2026	July 31, 2025	July 15, 2026
Teacher – 200 Days	24	7/28/2025 – 6/5/2026	August 15, 2025	July 31, 2026
Support – 201 Days	24	7/21/2025 – 6/12/2026	July 31, 2025	July 15, 2026
Support – 191 Days	24	7/28/2025 – 6/5/2026	August 15, 2025	July 31, 2026

**Transportation**

<b>CONTRACT LENGTH</b>	<b>PAYCHECKS</b>	<b>CONTRACT DATES</b>	<b>PAY START DATE</b>	<b>PAY END DATE</b>
Bus Operators and Monitors 184 Days	24	8/11/2025 – 8/13/2025 8/18/2025 – 5/29/2026	August 31, 2025	August 15, 2026



A Publication of Richmond Public Schools  
Richmond, Virginia

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