



Salary Schedules
2026 – 2027 School Year
Effective July 1, 2026

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**Position Titles in Alpha Order
Effective July 1, 2026**

POSITION TITLE	PAY GRADE
Accounts Payable Associate	112
Accounts Payable Technician	115
Administrative Office Associate – Central Office	112.4
Administrative Office Associate – Schools	112.2
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 Culture Climate and Student Services	131
Associate Director Exceptional Education	131
Associate Director Family and Community Engagement	131
Auditor	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
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
Child Care Lab Assistant	108.2

**Position Titles in Alpha Order
Effective July 1, 2026**

POSITION TITLE	PAY GRADE
Clerk School Board	129.2
Coordinator Arts Education	125.3
Coordinator Athletics and Activities	125.3
Coordinator Brand and Digital Strategy	125.3
Coordinator Community Partnerships	125.3
Coordinator Data	125.3
Coordinator Enrollment and Planning	117
Coordinator Exceptional Education	125.3
Coordinator Family and Community Engagement	125.3
Coordinator Gifted and Talented	125.3
Coordinator Health and Physical Education	125.3
Coordinator Homebound Placement	125.3
Coordinator Intensive Supports	125.3
Coordinator Language Justice	125.3
Coordinator Library Media Services	125.3
Coordinator Long Term Substitutes	125.3
Coordinator Multilingual Learner Instruction	125.3
Coordinator Operations	121.2
Coordinator Procurement Programs	125.3
Coordinator Regional Engagement	125.3
Coordinator School Improvement and Support	125.3
Coordinator Secondary Success	125.3
Coordinator Senior Contracts	125.3
Coordinator Student Activity – High School	124
Coordinator Student Conduct	125.3
Coordinator Student Support Services	125.3
Coordinator Technology	125.3
Coordinator Welcome Center and Family Advocacy	125.3
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, 2026**

POSITION TITLE	PAY GRADE
Deputy Chief of Staff	135
Deputy Clerk School Board	118.3
Desktop Technician	114
Director Academic Programs and Student Supports	133.2
Director Army Instruction	125
Director Benefits and Compensation	133.2
Director Budget	133.2
Director Communications	133.2
Director Culture Climate and Student Services	133.2
Director Curriculum and Instruction	133.2
Director Data Analytics	133.2
Director Data Systems and Research	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 Operations Management	133.2
Director Procurement and Property Management	133.2
Director Pupil Transportation and Fleet Management	133.2
Director Safety and Security	133.2
Director School Board Audit Services	133.2
Director School Nutrition Services	133.2
Director Secondary Success Pathways	133.2
Director Talent Management	133.2
Director Technology Services	133.2
Early Head Start Infant/Toddler Caregiver	110
Early Intervention Assistant	108.2
Electrician	113.3
Electronic Maintenance Technician	116.4
Emergency Management/Training Coordinator	125.1
Energy Management Analyst	115.3

**Position Titles in Alpha Order
Effective July 1, 2026**

POSITION TITLE	PAY GRADE
Enrollment Associate	116
ESL Coach	122
Executive Director Finance and Budget	135
Executive Office Associate I	114.1
Executive Office Associate II	116.2
Family Liaison	117.2
Family Liaison Bilingual	117.2
Family Resource Navigator	117.2
Family Service Advocate	113
Family Service Worker	110
Financial Analyst	123
Fiscal Accountant – Head Start	119
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 Electrical	116.4
Foreperson Plumbing	116.4
Foreperson Structural	116.4
Freshman Orientation Coach	122
General Maintenance Groundskeeper	108.5
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	125.3
Interpreter	123.4
Intervention Liaison	118
Lead Health and Family Services Specialist	118
Lead Health Specialist	118
Lead Instructor Adult Education	116
Lead Registered Nurse	123.1
Licensed Practical Nurse	117.1

**Position Titles in Alpha Order
Effective July 1, 2026**

POSITION TITLE	PAY GRADE
Manager Accounts Payable	130.3
Manager Bus Operator Supervision	121.2
Manager Business Applications	130.3
Manager College and Career Pathways	130.3
Manager Construction Procurement	130.3
Manager Employee and Labor Relations	130.3
Manager Enrollment Placement and Planning	130.3
Manager Families in Transition	130.3
Manager Fleet Services	121.2
Manager General Ledger and Reporting	130.3
Manager Grants Monitoring and Compliance	130.3
Manager Infrastructure	130.3
Manager Literacy	130.3
Manager Mathematics and Science	130.3
Manager Payroll	130.3
Manager Procurement	130.3
Manager Professional Learning	130.3
Manager Recruiting	130.3
Manager Richmond Technical Center	130.3
Manager School and Program Planning	130.3
Manager School Health Services	130.3
Manager School Nutrition	115.1
Manager Service and Desktop Support	130.3
Manager Talent Management	130.3
Manager Teacher Support and Retention	130.3
Manager Testing and Data	130.3
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

**Position Titles in Alpha Order
Effective July 1, 2026**

POSITION TITLE	PAY GRADE
Office Associate II – Schools	108.3
Office Associate II Bilingual – Schools	109.6
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 – Transportation	116.3
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
Procurement Officer	123
Program Coordinator VPI	125.3
Program Data Records Technician	109
Project Manager Construction	130.3
Property Management Supervisor	116
Property Specialist	112
Radio Dispatcher	113.2
Registered Nurse	123.1
Safety and Training Supervisor	118.2
School Health Assistant	108.6
Senior Account Technician	109
Senior Accountant	121
Senior Advisor Advocacy and Policy	131
Senior Data Technician	113
Senior Network Engineer	129
Senior Related Services Provider	125
Senior Social Worker	125
Senior Speech Language Pathologist	125
Senior Systems Analyst	125
Senior Systems Engineer	129

**Position Titles in Alpha Order
Effective July 1, 2026**

POSITION TITLE	PAY GRADE
Senior Telecommunications Engineer	129
Service Desk Team Lead	125
Service Desk Technician	114
Specialist 21st Century Community Learning Centers	123
Specialist Benefits and Compensation	123
Specialist Child Development Early Childhood Education	123.2
Specialist Communications	123
Specialist Data and Assessment	124
Specialist Data Systems and Research	123
Specialist Disabilities	123
Specialist Early Head Start	123
Specialist Employee and Labor Relations	123
Specialist Facilities Services	123.3
Specialist Family and Student Support	123
Specialist Grants	123
Specialist High School Equivalency	123
Specialist Instructional	123.2
Specialist Instructional Assessment	123
Specialist Licensure	123
Specialist Math Intervention	123.2
Specialist Newcomer Academy	123.2
Specialist Nurse	123.2
Specialist Onboarding	123
Specialist Organizational Development and Advancement	123
Specialist Press and Events	123
Specialist Reading Intervention	123.2
Specialist Risk Management	123
Specialist Strategic Planning	123
Specialist Student Services	123
Specialist Student Services Transition	123
Specialist Student Support	117
Specialist Substitutes	123
Specialist Talent Acquisition	123
Specialist Talent Performance and Systems	123
Specialist Teacher and Leader Pathways	123

**Position Titles in Alpha Order
Effective July 1, 2026**

POSITION TITLE	PAY GRADE
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
Structural Technician II	116.4
Supervisor Care and Safety	116.1
Supervisor Custodial Services	120.1
Supervisor Pupil Transportation	121.2
Supervisor School Nutrition	121.1
Supervisor Structural	121.3
System Engineer Security	126
Systems Programmer Analyst	124
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

**Position Titles by Grade
Effective July 1, 2026**

E = Exempt / N = Non-Exempt

GRADE	JOB TITLE	HOURS	DAYS	FLSA
102	Crossing Guard	4	183	N
102.1	Food Service Assistant	5	191	N
	Food Service Assistant	6	191	N
	Food Service Assistant	7	191	N
	Food Service Assistant	7	216	N
104.1	Office Associate I – Schools	7	191	N
104.2	Office Associate I – Transportation	8	260	N
105.1	Custodian I	8	260	N
105.2	Office Associate I Bilingual – Schools	8	201	N
106.1	Nurse Assistant	7	191	N
	Nurse Assistant	7	216	N
107	Delivery Driver/Utility – Central Office	8	260	N
107.1	Bus Monitor	6	184	N
	Bus Monitor	6	216	N
107.2	Custodial Maintenance Worker	8	260	N
	Delivery Driver/Utility – Facilities	8	260	N
108.1	Custodian II	8	260	N
108.2	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
108.3	Office Associate II – Schools	8	201	N
	Office Associate II - Schools	8	216	N
	Office Associate II – Schools	8	260	N
108.4	Automotive Parts Clerk	8	260	N
	Automotive Service Worker	8	260	N
108.5	General Maintenance Groundskeeper	8	260	N
108.6	Office Associate II – Central Office	8	216	N
	School Health Assistant	8	260	N

**Position Titles by Grade
Effective July 1, 2026**

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GRADE	JOB TITLE	HOURS	DAYS	FLSA
109	Program Data Records Technician	8	260	N
	Senior Account Technician	8	260	N
109.1	Bus Operator	6	184	N
	Bus Operator	6	216	N
109.2	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
109.6	Office Associate II Bilingual – Schools	8	201	N
	Office Associate II Bilingual – Schools	8	216	N
110	Early Head Start Infant/Toddler Caregiver	8	260	N
	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	216	N
	Office Associate III Bilingual – Schools	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
112.2	Administrative Office Associate – Schools	8	216	N
	Administrative Office Associate – Schools	8	260	N
112.3	Automotive Mechanic Lead Technician	8	260	N
112.4	Administrative Office Associate – Central Office	8	260	N
113	Family Service Advocate	7	191	N

**Position Titles by Grade
Effective July 1, 2026**

E = Exempt / N = Non-Exempt

GRADE	JOB TITLE	HOURS	DAYS	FLSA
113	Senior Data Technician	8	260	N
113.2	Radio Dispatcher	8	260	N
	Transportation Routing Planner	8	260	N
113.3	Electrician	8	260	N
	Plumber	8	260	N
113.4	Administrative Office Associate Bilingual – Schools	8	216	N
	Administrative Office Associate Bilingual – Schools	8	260	N
114	Data Technician	8	260	N
	Desktop Technician	8	260	N
	Service Desk Technician	8	260	N
114.1	Executive Office Associate I	8	260	N
114.2	Night Security	8	260	N
115	Accounts Payable Technician	8	260	N
	Fiscal Associate II – Central Office	8	260	N
	Human Resources Specialist	8	260	N
115.1	Manager School Nutrition	8	201	N
	Manager School Nutrition	8	216	N
115.2	Transportation Management Specialist	8	260	N
115.3	Energy Management Analyst	8	260	N
	HVAC Technician II	8	260	N
	Mechanic Sheet Metal	8	260	N
116	Enrollment Associate	8	260	N
	Lead Instructor Adult Education	8	216	E
	Property Management Supervisor	8	260	N
116.1	Supervisor Care and Safety	8	216	N
	Supervisor Care and Safety	8	260	N
116.2	Executive Office Associate II	8	260	N
116.3	Operations Assistant – Transportation	8	260	N
116.4	Electronic Maintenance Technician	8	260	E
	Foreperson Electrical	8	260	E
	Foreperson Plumbing	8	260	E
	Foreperson Structural	8	260	E

**Position Titles by Grade
Effective July 1, 2026**

E = Exempt / N = Non-Exempt

GRADE	JOB TITLE	HOURS	DAYS	FLSA
116.4	Structural Technician II	8	260	E
117	Coordinator Enrollment and Planning	8	260	E
	Specialist Student Support	8	201	E
117.1	Licensed Practical Nurse	7	201	E
	Licensed Practical Nurse	7	216	E
	Licensed Practical Nurse	8	216	E
117.2	Family Liaison	8	260	N
	Family Liaison Bilingual	8	260	N
	Family Resource Navigator	8	260	N
118	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
118.2	Assistant Supervisor Transportation	8	260	E
	Safety and Training Supervisor	8	260	E
118.3	Deputy Clerk School Board	8	260	E
119	Fiscal Accountant – Head Start	8	260	E
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	Coordinator Operations	8	260	E
	Manager Bus Operator Supervision	8	260	E
	Manager Fleet Services	8	260	E
	Manager Transportation Routing	8	260	E
	Supervisor Pupil Transportation	8	260	E
121.3	Supervisor Structural	8	260	E
122	ESL Coach	8	216	E
	Freshman Orientation Coach	8	201	E

**Position Titles by Grade
Effective July 1, 2026**

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GRADE	JOB TITLE	HOURS	DAYS	FLSA
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
	Specialist 21 st Century Community Learning Centers	8	260	E
	Specialist Benefits and Compensation	8	260	E
	Specialist Communications	8	260	E
	Specialist Data Systems and Research	8	260	E
	Specialist Disabilities	8	216	E
	Specialist Early Head Start	8	260	E
	Specialist Employee and Labor Relations	8	260	E
	Specialist Family and Student Support	8	260	E
	Specialist Grants	8	260	E
	Specialist High School Equivalency	8	260	E
	Specialist Instructional Assessment	8	260	E
	Specialist Licensure	8	260	E
	Specialist Onboarding	8	260	E
	Specialist Organizational Development and Advancement	8	260	E
	Specialist Press and Events	8	260	E
	Specialist Risk Management	8	260	E
	Specialist Strategic Planning	8	260	E
	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 Talent Performance and Systems	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	

**Position Titles by Grade
Effective July 1, 2026**

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GRADE	JOB TITLE	HOURS	DAYS	FLSA
123	Technology Asset Analyst II	8	260	E
123.1	Lead Registered Nurse	8	216	E
	Registered Nurse	8	201	E
	Registered Nurse	8	216	E
123.2	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 Work-Based Learning and Testing	8	260	E
123.3	Specialist Facilities Services	8	260	E
123.4	Interpreter	8	200	E
124	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
125	Director Army Instruction	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
	Service Desk Team Lead	8	260	E
125.1	Emergency Management/Training Coordinator	8	260	E
125.3	Coordinator Arts Education	8	260	E
	Coordinator Athletics and Activities	8	260	E
	Coordinator Brand and Digital Strategy	8	260	E
	Coordinator Community Partnerships	8	260	E
	Coordinator Data	8	260	E
	Coordinator Exceptional Education	8	260	E
	Coordinator Family and Community Engagement	8	260	E

**Position Titles by Grade
Effective July 1, 2026**

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GRADE	JOB TITLE	HOURS	DAYS	FLSA
125.3	Coordinator Gifted and Talented	8	260	E
	Coordinator Health and Physical Education	8	260	E
	Coordinator Homebound Placement	8	260	E
	Coordinator Intensive Supports	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 Regional Engagement	8	260	E
	Coordinator School Improvement and Support	8	260	E
	Coordinator Secondary Success	8	260	E
	Coordinator Senior Contracts	8	260	E
	Coordinator Student Conduct	8	260	E
	Coordinator Student Support Services	8	260	E
	Coordinator Technology	8	260	E
	Coordinator Welcome Center and Family Advocacy	8	260	E
	Instructional Coordinator Early Childhood Education	8	260	E
	Program Coordinator VPI	8	260	E
126	System Engineer Security	8	260	E
128.1	Assistant Principal I*	8	260	E
129	Senior Network Engineer	8	260	E
	Senior Systems Engineer	8	260	E
	Senior Telecommunications Engineer	8	260	E
129.1	Assistant Principal II*	8	260	E
129.2	Clerk School Board	8	260	E
130	Auditor	8	260	E
	Ombudsman – LIEP Bilingual	8	260	E
130.1	Assistant Principal III*	8	260	E
130.3	Manager Accounts Payable	8	260	E
	Manager Business Applications	8	260	E

*See page 20 for definitions.

**Position Titles by Grade
Effective July 1, 2026**

E = Exempt / N = Non-Exempt

GRADE	JOB TITLE	HOURS	DAYS	FLSA
130.3	Manager College and Career Pathways	8	260	E
	Manager Construction Procurement	8	260	E
	Manager Employee and Labor Relations	8	260	E
	Manager Enrollment Placement and Planning	8	260	E
	Manager Families in Transition	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 Richmond Technical Center	8	260	E
	Manager School and Program Planning	8	260	E
	Manager School Health Services	8	260	E
	Manager Service and Desktop Support	8	260	E
	Manager Talent Management	8	260	E
	Manager Teacher Support and Retention	8	260	E
Manager Testing and Data	8	260	E	
Project Manager Construction	8	260	E	
131	Associate Director Career and Technical Education	8	260	E
	Associate Director Culture Climate and Student Services	8	260	E
	Associate Director Exceptional Education	8	260	E
	Associate Director Family and Community Engagement	8	260	E
	Hearing Officer	8	260	E
	Senior Advisor Advocacy and Policy	8	260	E
131.1	Principal I*	8	260	E
132.1	Principal II*	8	260	E
133.1	Principal III*	8	260	E

*See page 20 for definitions.

**Position Titles by Grade
Effective July 1, 2026**

E = Exempt / N = Non-Exempt

GRADE	JOB TITLE	HOURS	DAYS	FLSA
133.2	Director Academic Programs and Student Supports	8	260	E
	Director Benefits and Compensation	8	260	E
	Director Budget	8	260	E
	Director Communications	8	260	E
	Director Culture Climate and Student Services	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 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 Operations Management	8	260	E
	Director Procurement and Property Management	8	260	E
	Director Pupil Transportation and Fleet Management	8	260	E
	Director Safety and Security	8	260	E
	Director School Board Audit Services	8	260	E
	Director School Nutrition Services	8	260	E
	Director Secondary Success Pathways	8	260	E
Director Talent Management	8	260	E	
Director Technology Services	8	260	E	
134.1	Principal Director	8	260	E
135	Deputy Chief of Staff	8	260	E
	Executive Director Finance and Budget	8	260	E
139	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

**Position Titles by Grade
Effective July 1, 2026**

E = Exempt / N = Non-Exempt

GRADE	JOB TITLE	HOURS	DAYS	FLSA
139	Chief Operating Officer	8	260	E
	Chief Talent Officer	8	260	E
	Chief Wellness Officer	8	260	E

Position Title Definitions
Effective July 1, 2026

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, 2026**

Academic Coordinator
Academic Interventionist
Art Therapist
Audiologist
Behavioral Interventionist
Behavioral Specialist
Board Certified Behavioral Analyst
Coach
Coordinator International Baccalaureate Program
Dean Academic Supports and School Culture
Dean Administrative
Dean Preschool Intervention
Developmental Diagnostician
Educational Consultant
Educational Diagnostician
Educational Technology Integrator
Graduation Coach
Instructional Coach
Instructional Compliance Coordinator
Intensive Support Mentor Teacher
Intervention Specialist
Interventionist
Lead Behavioral Specialist
Lead Education Specialist
Lead Educational Diagnostician

Lead Educational Technology Integrator
Lead Occupational Therapist
Lead Physical Therapist
Lead Psychologist
Lead Social Worker
Lead Speech Language Pathologist
Librarian Media Specialist
Military Instructor
Military Property Custodian
Occupational Therapist
Physical Therapist
Psychologist
RTR Career Coach
School Counselor
School Counselor Department Head
Social Worker
Social Worker Bilingual
Specialist Child Development
Speech Language Pathologist
Student Support Specialist
Teacher
Teacher Department Head
Teacher Development Coach
Testing and Career Outreach Facilitator

Teacher Pay Schedule Effective July 1, 2026

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	\$58,708	\$61,643	\$64,716	\$61,643	\$64,726	\$67,949	\$67,516	\$70,889	\$74,422	\$76,320	\$80,137	\$84,131
1	Step 01	\$59,397	\$62,366	\$65,472	\$62,366	\$65,485	\$68,744	\$68,307	\$71,721	\$75,291	\$77,216	\$81,076	\$85,115
2	Step 02	\$60,090	\$63,095	\$66,238	\$63,095	\$66,250	\$69,549	\$69,104	\$72,560	\$76,172	\$78,118	\$82,024	\$86,111
3	Step 03	\$60,794	\$63,835	\$67,014	\$63,835	\$67,026	\$70,365	\$69,913	\$73,407	\$77,066	\$79,033	\$82,985	\$87,119
4	Step 04	\$61,505	\$64,581	\$67,797	\$64,581	\$67,808	\$71,188	\$70,732	\$74,266	\$77,964	\$79,957	\$83,956	\$88,134
5	Step 05	\$62,226	\$65,337	\$68,592	\$65,337	\$68,601	\$72,020	\$71,559	\$75,134	\$78,880	\$80,892	\$84,934	\$89,166
6	Step 06	\$62,952	\$66,102	\$69,394	\$66,102	\$69,403	\$72,863	\$72,396	\$76,013	\$79,803	\$81,838	\$85,929	\$90,212
7	Step 07	\$63,691	\$66,874	\$70,206	\$66,874	\$70,217	\$73,714	\$73,243	\$76,906	\$80,734	\$82,796	\$86,934	\$91,267
8	Step 08	\$64,434	\$67,657	\$71,027	\$67,657	\$71,039	\$74,576	\$74,101	\$77,804	\$81,679	\$83,768	\$87,951	\$92,332
9	Step 09	\$65,188	\$68,448	\$71,858	\$68,448	\$71,869	\$75,449	\$74,967	\$78,715	\$82,634	\$84,745	\$88,981	\$93,412
10	Step 10	\$65,950	\$69,248	\$72,698	\$69,248	\$72,708	\$76,335	\$75,843	\$79,635	\$83,602	\$85,734	\$90,022	\$94,507
11	Step 11	\$66,722	\$70,057	\$73,549	\$70,057	\$73,562	\$77,226	\$76,731	\$80,567	\$84,579	\$86,739	\$91,077	\$95,611
12	Step 12	\$67,504	\$70,877	\$74,408	\$70,877	\$74,423	\$78,128	\$77,630	\$81,511	\$85,569	\$87,754	\$92,142	\$96,731
13	Step 13	\$68,293	\$71,708	\$75,279	\$71,708	\$75,293	\$79,041	\$78,537	\$82,463	\$86,571	\$88,782	\$93,220	\$97,865
14	Step 14	\$69,091	\$72,546	\$76,161	\$72,546	\$76,175	\$79,969	\$79,455	\$83,430	\$87,583	\$89,819	\$94,311	\$99,007
15	Step 15	\$69,901	\$73,396	\$77,052	\$73,396	\$77,065	\$80,904	\$80,386	\$84,403	\$88,610	\$90,873	\$95,413	\$100,166
16	Step 16	\$70,718	\$74,254	\$77,954	\$74,254	\$77,966	\$81,851	\$81,325	\$85,393	\$89,647	\$91,933	\$96,530	\$101,340
17	Step 17	\$71,546	\$75,124	\$78,863	\$75,124	\$78,880	\$82,809	\$82,278	\$86,393	\$90,692	\$93,010	\$97,660	\$102,522
18	Step 18	\$72,382	\$76,000	\$79,784	\$76,000	\$79,802	\$83,775	\$83,241	\$87,402	\$91,753	\$94,097	\$98,801	\$103,721
19	Step 19	\$73,231	\$76,891	\$80,721	\$76,891	\$80,734	\$84,759	\$84,215	\$88,424	\$92,830	\$95,200	\$99,958	\$104,939
20	Step 20	\$74,086	\$77,789	\$81,666	\$77,789	\$81,678	\$85,749	\$85,199	\$89,457	\$93,915	\$96,310	\$101,127	\$106,165
21	Step 21	\$74,954	\$78,700	\$82,620	\$78,700	\$82,636	\$86,749	\$86,195	\$90,507	\$95,013	\$97,439	\$102,312	\$107,405
22	Step 22	\$75,829	\$79,620	\$83,586	\$79,620	\$83,602	\$87,766	\$87,203	\$91,564	\$96,125	\$98,577	\$103,508	\$108,663
23	Step 23	\$76,718	\$80,553	\$84,568	\$80,553	\$84,578	\$88,794	\$88,225	\$92,635	\$97,251	\$99,733	\$104,717	\$109,937
24	Step 24	\$77,615	\$81,495	\$85,554	\$81,495	\$85,570	\$89,831	\$89,257	\$93,720	\$98,385	\$100,899	\$105,945	\$111,221
25	Step 25	\$78,524	\$82,450	\$86,554	\$82,450	\$86,573	\$90,884	\$90,304	\$94,818	\$99,538	\$102,084	\$107,186	\$112,522
26	Step 26	\$79,442	\$83,414	\$87,570	\$83,414	\$87,584	\$91,949	\$91,358	\$95,926	\$100,706	\$103,278	\$108,438	\$113,839
27	Step 27	\$80,373	\$84,391	\$88,593	\$84,391	\$88,609	\$93,023	\$92,428	\$97,047	\$101,883	\$104,484	\$109,705	\$115,170
28	Step 28	\$81,311	\$85,376	\$89,628	\$85,376	\$89,647	\$94,111	\$93,507	\$98,183	\$103,073	\$105,704	\$110,990	\$116,518
29	Step 29	\$82,262	\$86,375	\$90,677	\$86,375	\$90,694	\$95,213	\$94,600	\$99,332	\$104,282	\$106,941	\$112,289	\$117,883
30	Step 30	\$83,227	\$87,386	\$91,742	\$87,386	\$91,756	\$96,329	\$95,711	\$100,496	\$105,502	\$108,193	\$113,603	\$119,261
31	Step 31	\$84,198	\$88,406	\$92,811	\$88,406	\$92,829	\$97,453	\$96,829	\$101,670	\$106,733	\$109,459	\$114,932	\$120,654
32	Step 32	\$85,183	\$89,444	\$93,898	\$89,444	\$93,915	\$98,082	\$97,453	\$102,859	\$107,981	\$110,739	\$116,276	\$122,069
33	Step 33	\$86,181	\$90,488	\$94,997	\$90,488	\$95,014	\$99,745	\$99,106	\$104,062	\$109,244	\$112,033	\$117,636	\$123,493
34	Step 34	\$87,190	\$91,549	\$96,107	\$91,549	\$96,125	\$100,914	\$100,268	\$105,279	\$110,524	\$113,345	\$119,011	\$124,941
35	Step 35	\$88,210	\$92,621	\$97,232	\$92,621	\$97,250	\$102,093	\$101,441	\$106,510	\$111,815	\$114,675	\$120,405	\$126,402
36	Step 36	\$89,241	\$93,701	\$98,372	\$93,701	\$98,389	\$103,289	\$102,625	\$107,759	\$113,126	\$116,013	\$121,814	\$127,883
37	Step 37	\$90,284	\$94,801	\$99,522	\$94,801	\$99,539	\$104,496	\$103,828	\$109,020	\$114,448	\$117,370	\$123,238	\$129,376
38	Step 38	\$91,342	\$95,909	\$100,686	\$95,909	\$100,704	\$105,720	\$105,042	\$110,293	\$115,788	\$118,743	\$124,680	\$130,892
39	Step 39	\$92,410	\$97,033	\$101,863	\$97,033	\$101,883	\$106,958	\$106,273	\$111,586	\$117,144	\$120,132	\$126,141	\$132,423
40	Step 40	\$93,491	\$98,166	\$103,056	\$98,166	\$103,074	\$108,207	\$107,514	\$112,891	\$118,513	\$121,539	\$127,613	\$133,973
41	Step 41	\$94,587	\$99,316	\$104,261	\$99,316	\$104,280	\$109,474	\$108,774	\$114,210	\$119,903	\$122,963	\$129,109	\$135,540
42	Step 42	\$95,693	\$100,476	\$105,482	\$100,476	\$105,502	\$110,756	\$110,043	\$115,548	\$121,302	\$124,397	\$130,622	\$137,127
43	Step 43	\$96,810	\$101,653	\$106,714	\$101,653	\$106,736	\$112,051	\$111,334	\$116,900	\$122,722	\$125,857	\$132,149	\$138,729
44	Step 44	\$97,944	\$102,842	\$107,963	\$102,842	\$107,982	\$113,361	\$112,635	\$118,267	\$124,157	\$127,327	\$133,693	\$140,353
45	Step 45	\$99,091	\$104,044	\$109,226	\$104,044	\$109,244	\$114,689	\$113,955	\$119,651	\$125,613	\$128,817	\$135,255	\$141,996

**Associate Teacher Pay Schedule
Effective July 1, 2026**

YEAR IN	GRADE	T95A	T11A
PROGRAM	DAYS	200	230
1	Step 01	\$40,000	\$49,000
2	Step 02	\$45,000	\$54,000

Unified Pay Schedule Effective July 1, 2026

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		
102	183	4	10,376	10,498	10,621	10,745	10,871	10,998	11,127	11,257	11,389	11,522	11,656	11,793	11,930	12,070	12,211	12,353	12,498	12,644	12,792	
			12,942	13,094	13,247	13,402	13,559	13,717	13,878	14,041	14,205	14,371	14,539	14,709	14,881	15,055	15,232	15,410	15,590	15,773	15,958	
102.1	191	5	18,440	18,656	18,874	19,094	19,318	19,544	19,773	20,004	20,238	20,474	20,714	20,957	21,202	21,450	21,701	21,954	22,211	22,472	22,735	
			23,001	23,270	23,543	23,818	24,096	24,378	24,664	24,952	25,244	25,540	25,839	26,141	26,447	26,756	27,069	27,385	27,705	28,030	28,358	
	191	6	22,128	22,387	22,649	22,914	23,182	23,453	23,727	24,005	24,286	24,570	24,857	25,148	25,442	25,740	26,041	26,346	26,654	26,966	27,282	
			27,601	27,924	28,580	28,915	29,254	29,596	29,942	30,292	30,646	31,005	31,368	31,735	32,107	32,482	32,862	33,247	33,636	34,029	34,427	
191	7	25,815	26,117	26,423	26,732	27,045	27,362	27,682	28,006	28,334	28,665	29,001	29,340	29,684	30,031	30,382	30,737	31,097	31,461	31,829		
		32,201	32,578	32,959	33,345	33,734	34,129	34,528	34,932	35,341	35,754	36,172	36,596	37,024	37,457	37,896	38,340	38,789	39,242	39,701		
216	7	29,195	29,536	29,882	30,232	30,586	30,944	31,306	31,672	32,043	32,418	32,797	33,181	33,569	33,962	34,360	34,762	35,169	35,580	35,996		
		36,417	36,843	37,275	37,711	38,152	38,600	39,052	39,509	39,971	40,438	40,911	41,390	41,874	42,364	42,859	43,361	43,868	44,381	44,900		
104.1	191	7	20,826	21,070	21,316	21,566	21,818	22,073	22,332	22,594	22,859	23,127	23,398	23,672	23,949	24,229	24,512	24,798	25,089	25,383	25,680	
			25,980	26,284	26,592	26,904	27,218	27,537	27,860	28,185	28,514	28,848	29,186	29,527	29,872	30,222	30,575	30,932	31,294	31,660	32,030	
104.2	260	8	32,150	32,527	32,908	33,292	33,681	34,075	34,474	34,878	35,286	35,699	36,117	36,539	36,967	37,399	37,837	38,279	38,728	39,180	39,638	
			40,101	40,571	41,046	41,527	42,011	42,503	43,000	43,503	44,012	44,528	45,048	45,576	46,108	46,649	47,194	47,747	48,305	48,870	49,443	
105.1	260	8	33,246	33,635	34,029	34,427	34,832	35,238	35,650	36,066	36,488	36,915	37,346	37,784	38,227	38,674	39,128	39,586	40,050	40,517	40,992	
			41,472	41,957	42,446	42,943	43,446	43,954	44,468	44,987	45,515	46,046	46,586	47,131	47,682	48,243	48,807	49,378	49,954	50,537	51,130	
105.2	201	8	26,301	26,609	26,920	27,235	27,554	27,876	28,202	28,532	28,866	29,204	29,546	29,892	30,242	30,596	30,954	31,316	31,682	32,053	32,428	
			32,807	33,191	33,579	33,972	34,369	34,771	35,178	35,590	36,006	36,427	36,853	37,284	37,720	38,161	38,607	39,059	39,516	39,978	40,446	
106.1	191	7	20,937	21,181	21,429	21,680	21,933	22,190	22,449	22,712	22,979	23,247	23,519	23,794	24,072	24,353	24,638	24,926	25,218	25,511	25,809	
			26,113	26,419	26,727	27,040	27,356	27,676	28,000	28,327	28,659	28,995	29,333	29,676	30,023	30,375	30,731	31,090	31,453	31,821	32,193	
216	7	23,675	23,953	24,233	24,517	24,803	25,094	25,387	25,683	25,983	26,288	26,596	26,907	27,222	27,540	27,862	28,188	28,518	28,852	29,190		
		29,531	29,876	30,226	30,580	30,938	31,301	31,666	32,036	32,412	32,791	33,173	33,561	33,955	34,352	34,754	35,160	35,571	35,987	36,409		
107	260	8	32,876	33,260	33,649	34,043	34,441	34,843	35,252	35,663	36,080	36,502	36,930	37,361	37,798	38,240	38,688	39,141	39,599	40,062	40,530	
			41,005	41,483	41,969	42,460	42,957	43,460	43,968	44,482	45,003	45,530	46,062	46,601	47,147	47,698	48,256	48,821	49,392	49,970	50,554	

Unified Pay Schedule Effective July 1, 2026

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			
107.1	184	6	22,564	22,828	23,095	23,367	23,641	23,917	24,196	24,479	24,764	25,053	25,347	25,644	25,944	26,246	26,554	26,865	27,177	27,496	27,818		
			28,143	28,473	28,805	29,142	29,483	29,827	30,176	30,530	30,888	31,249	31,614	31,984	32,358	32,738	33,121	33,507	33,899	34,294	34,695		
	216	6	26,485	26,794	27,107	27,424	27,745	28,069	28,397	28,730	29,066	29,406	29,750	30,097	30,450	30,806	31,167	31,531	31,901	32,273	32,651		
			33,034	33,420	33,811	34,207	34,607	35,011	35,421	35,835	36,255	36,679	37,108	37,542	37,981	38,426	38,875	39,330	39,790	40,257	40,726		
107.2	260	8	36,502	36,930	37,362	37,800	38,243	38,690	39,144	39,602	40,065	40,534	41,008	41,488	41,973	42,463	42,960	43,463	43,972	44,486	45,007		
			45,533	46,066	46,604	47,150	47,702	48,260	48,825	49,396	49,975	50,560	51,150	51,749	52,355	52,967	53,588	54,215	54,850	55,491	56,140		
108.1	260	8	40,674	41,149	41,631	42,118	42,612	43,110	43,615	44,126	44,642	45,164	45,690	46,225	46,767	47,314	47,868	48,427	48,995	49,569	50,149		
			50,735	51,329	51,931	52,539	53,152	53,775	54,405	55,041	55,685	56,336	56,995	57,662	58,337	59,019	59,708	60,408	61,113	61,829	62,551		
108.2	191	7	30,600	30,958	31,320	31,686	32,057	32,432	32,811	33,195	33,584	33,976	34,374	34,776	35,183	35,595	36,011	36,432	36,859	37,290	37,727		
			38,168	38,615	39,067	39,524	39,986	40,454	40,928	41,406	41,890	42,381	42,877	43,379	43,887	44,400	44,919	45,444	45,975	46,513	47,058		
	216	7	34,606	35,010	35,421	35,835	36,254	36,678	37,108	37,542	37,982	38,426	38,876	39,331	39,791	40,256	40,728	41,204	41,686	42,174	42,668		
			43,166	43,671	44,182	44,699	45,223	45,752	46,288	46,829	47,377	47,931	48,492	49,059	49,633	50,214	50,801	51,396	51,998	52,605	53,221		
	216	8	39,548	40,012	40,480	40,953	41,432	41,917	42,408	42,903	43,405	43,913	44,427	44,947	45,474	46,006	46,545	47,089	47,640	48,197	48,761		
			49,331	49,909	50,492	51,083	51,680	52,285	52,897	53,516	54,143	54,776	55,417	56,065	56,721	57,385	58,056	58,736	59,423	60,119	60,823		
	260	8	47,605	48,162	48,725	49,296	49,872	50,455	51,044	51,644	52,247	52,858	53,477	54,102	54,735	55,376	56,024	56,679	57,342	58,014	58,692	59,378	
			60,073	60,776	61,487	62,206	62,934	63,670	64,415	65,169	65,932	66,703	67,483	68,273	69,071	69,879	70,697	71,524	72,361	73,207	74,064		
108.3	201	8	30,779	31,140	31,503	31,872	32,244	32,621	33,003	33,389	33,780	34,176	34,575	34,980	35,391	35,804	36,223	36,648	37,076	37,509	37,948		
			38,392	38,842	39,296	39,756	40,221	40,692	41,167	41,649	42,136	42,630	43,129	43,634	44,145	44,662	45,184	45,713	46,248	46,789	47,336		
	216	8	33,076	33,463	33,855	34,251	34,651	35,056	35,465	35,880	36,300	36,725	37,155	37,589	38,029	38,474	38,924	39,380	39,840	40,307	40,779		
			41,255	41,738	42,226	42,720	43,221	43,727	44,239	44,757	45,281	45,810	46,346	46,889	47,438	47,992	48,554	49,123	49,696	50,278	50,867		
	260	8	39,814	40,281	40,752	41,228	41,711	42,199	42,692	43,191	43,697	44,208	44,724	45,248	45,778	46,314	46,855	47,403	47,958	48,519	49,087		
			49,662	50,243	50,830	51,425	52,027	52,635	53,250	53,874	54,503	55,142	55,786	56,439	57,099	57,766	58,442	59,126	59,818	60,519	61,226		
108.4	260	8	39,070	39,527	39,989	40,458	40,931	41,410	41,894	42,384	42,879	43,381	43,889	44,403	44,922	45,447	45,979	46,517	47,062	47,612	48,168		
			48,732	49,302	49,880	50,464	51,055	51,652	52,257	52,869	53,486	54,113	54,745	55,386	56,034	56,690	57,353	58,025	58,703	59,391	60,087		

Unified Pay Schedule Effective July 1, 2026

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		
108.5	260	8	38,334	38,782	39,236	39,695	40,160	40,629	41,105	41,586	42,072	42,564	43,062	43,566	44,076	44,593	45,114	45,641	46,175	46,716	47,262	
			47,815	48,374	48,941	49,512	50,092	50,679	51,272	51,871	52,478	53,092	53,714	54,342	54,977	55,621	56,272	56,930	57,596	58,270	58,952	
108.6	216	8	32,157	32,533	32,915	33,300	33,689	34,082	34,480	34,883	35,292	35,705	36,123	36,546	36,973	37,406	37,843	38,286	38,733	39,187	39,645	
			40,109	40,579	41,054	41,534	42,021	42,512	43,010	43,514	44,023	44,538	45,060	45,587	46,120	46,659	47,205	47,757	48,316	48,882	49,454	
	260	8	38,702	39,154	39,612	40,075	40,544	41,018	41,497	41,982	42,474	42,971	43,474	43,983	44,497	45,018	45,545	46,078	46,617	47,162	47,714	
			48,272	48,836	49,408	49,985	50,571	51,162	51,761	52,367	52,979	53,600	54,226	54,861	55,503	56,152	56,810	57,475	58,147	58,827	59,515	
109	260	8	36,251	36,675	37,105	37,539	37,977	38,423	38,872	39,328	39,697	40,161	40,631	41,106	41,587	42,074	42,566	43,064	43,568	44,078	44,594	
			45,116	45,644	46,178	46,718	47,265	47,818	48,377	48,943	49,516	50,095	50,681	51,274	51,874	52,481	53,095	53,716	54,344	54,980	55,623	
109.1	184	6	42,240	42,734	43,233	43,739	44,251	44,768	45,292	45,823	46,359	46,901	47,450	48,007	48,567	49,134	49,710	50,291	50,881	51,476	52,078	
			52,687	53,303	53,927	54,558	55,197	55,843	56,497	57,158	57,827	58,503	59,188	59,881	60,582	61,291	62,008	62,734	63,467	64,211	64,962	
	216	6	49,585	50,166	50,752	51,346	51,947	52,554	53,170	53,793	54,421	55,058	55,702	56,353	57,012	57,678	58,354	59,036	59,727	60,426	61,133	
			61,848	62,571	63,304	64,045	64,796	65,554	66,321	67,096	67,882	68,677	69,480	70,294	71,115	71,948	72,790	73,643	74,504	75,376	76,258	
109.2	201	8	32,318	32,696	33,078	33,466	33,857	34,254	34,654	35,059	35,469	35,884	36,305	36,730	37,160	37,594	38,034	38,479	38,929	39,384	39,844	
			40,311	40,783	41,259	41,742	42,231	42,725	43,226	43,731	44,244	44,762	45,285	45,816	46,351	46,894	47,442	47,998	48,560	49,128	49,703	
	216	8	34,730	35,136	35,547	35,962	36,383	36,809	37,239	37,675	38,115	38,561	39,013	39,470	39,931	40,398	40,872	41,349	41,833	42,323	42,819	
			43,320	43,827	44,340	44,860	45,385	45,915	46,452	46,996	47,546	48,103	48,666	49,235	49,811	50,394	50,984	51,580	52,185	52,795	53,414	
	260	8	41,805	42,293	42,787	43,287	43,794	44,306	44,824	45,349	45,881	46,417	46,959	47,509	48,065	48,628	49,196	49,772	50,355	50,944	51,539	
			52,141	52,752	53,368	53,992	54,624	55,264	55,909	56,565	57,226	57,896	58,573	59,257	59,951	60,653	61,362	62,081	62,807	63,542	64,286	
109.3	260	8	41,024	41,504	41,989	42,480	42,978	43,479	43,989	44,503	45,025	45,551	46,084	46,622	47,168	47,720	48,278	48,843	49,415	49,994	50,579	
			51,171	51,770	52,375	52,987	53,608	54,235	54,870	55,512	56,161	56,818	57,483	58,155	58,835	59,524	60,221	60,925	61,637	62,359	63,087	
109.4	201	8	31,420	31,788	32,159	32,535	32,917	33,303	33,692	34,085	34,484	34,888	35,296	35,709	36,127	36,550	36,977	37,410	37,847	38,291	38,738	
			39,191	39,650	40,113	40,583	41,058	41,539	42,025	42,517	43,015	43,518	44,027	44,543	45,064	45,591	46,124	46,665	47,211	47,764	48,322	
	216	8	33,765	34,160	34,560	34,963	35,372	35,786	36,205	36,628	37,057	37,491	37,929	38,372	38,821	39,276	39,736	40,200	40,671	41,148	41,629	
			42,117	42,610	43,108	43,613	44,124	44,640	45,162	45,691	46,225	46,766	47,314	47,867	48,428	48,993	49,567	50,148	50,734	51,328	51,930	

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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		
109.4	260	8	40,644	41,118	41,599	42,086	42,578	43,076	43,579	44,089	44,606	45,128	45,656	46,190	46,730	47,277	47,830	48,389	48,956	49,529	50,107	
			50,694	51,287	51,886	52,492	53,107	53,728	54,357	54,994	55,637	56,288	56,946	57,612	58,286	58,968	59,658	60,357	61,063	61,777	62,500	
109.5	184	6	31,679	32,050	32,425	32,804	33,189	33,577	33,970	34,368	34,770	35,177	35,589	36,006	36,427	36,854	37,285	37,723	38,164	38,611	39,061	
			39,519	39,982	40,449	40,922	41,400	41,885	42,376	42,871	43,371	43,880	44,393	44,913	45,439	45,970	46,508	47,051	47,601	48,159	48,721	
109.6	216	8	32,639	33,021	33,407	33,800	34,194	34,593	34,997	35,406	35,821	36,241	36,665	37,094	37,528	37,967	38,411	38,860	39,314	39,775	40,240	
			40,711	41,188	41,670	42,157	42,651	43,150	43,655	44,167	44,683	45,206	45,736	46,271	46,812	47,360	47,913	48,473	49,041	49,615	50,196	
	260	8	39,289	39,749	40,213	40,684	41,160	41,642	42,129	42,622	43,120	43,625	44,134	44,651	45,174	45,702	46,236	46,777	47,325	47,880	48,439	
			49,006	49,580	50,159	50,746	51,340	51,941	52,549	53,163	53,784	54,413	55,050	55,694	56,346	57,004	57,670	58,345	59,029	59,720	60,419	
110	260	8	38,058	38,504	38,955	39,410	39,871	40,337	40,809	41,286	41,769	42,257	42,752	43,253	43,759	44,270	44,788	45,312	45,842	46,377	46,920	
			47,469	48,025	48,588	49,156	49,731	50,314	50,903	51,499	52,101	52,711	53,326	53,951	54,582	55,221	55,867	56,520	57,182	57,852	58,528	
110.1	260	8	43,068	43,571	44,081	44,597	45,119	45,646	46,180	46,720	47,266	47,820	48,379	48,945	49,519	50,097	50,684	51,278	51,877	52,484	53,098	
			53,719	54,347	54,984	55,627	56,278	56,937	57,602	58,276	58,958	59,647	60,345	61,051	61,765	62,488	63,219	63,958	64,707	65,464	66,230	
110.2	260	8	42,256	42,751	43,251	43,757	44,269	44,787	45,312	45,842	46,379	46,922	47,470	48,026	48,587	49,156	49,731	50,312	50,901	51,497	52,100	
			52,710	53,327	53,951	54,582	55,221	55,867	56,521	57,182	57,851	58,528	59,212	59,905	60,606	61,315	62,032	62,757	63,492	64,235	64,986	
110.3	216	8	34,271	34,672	35,078	35,487	35,903	36,323	36,748	37,177	37,613	38,053	38,498	38,948	39,403	39,865	40,332	40,803	41,281	41,765	42,253	
			42,749	43,249	43,755	44,267	44,786	45,310	45,839	46,376	46,918	47,467	48,024	48,585	49,154	49,728	50,311	50,900	51,495	52,098	52,709	
	260	8	41,254	41,735	42,223	42,717	43,217	43,722	44,233	44,750	45,275	45,805	46,341	46,883	47,431	47,986	48,547	49,115	49,690	50,272	50,859	
			51,454	52,056	52,664	53,279	53,904	54,534	55,172	55,819	56,472	57,132	57,800	58,476	59,160	59,853	60,553	61,262	61,979	62,704	63,438	
111.2	260	8	45,233	45,763	46,298	46,840	47,388	47,942	48,504	49,071	49,645	50,226	50,813	51,408	52,008	52,618	53,234	53,856	54,487	55,124	55,769	
			56,422	57,082	57,750	58,426	59,110	59,802	60,502	61,209	61,925	62,650	63,383	64,124	64,874	65,633	66,401	67,178	67,963	68,758	69,563	
111.3	260	8	44,380	44,900	45,425	45,957	46,494	47,038	47,588	48,145	48,707	49,278	49,855	50,437	51,027	51,624	52,228	52,839	53,457	54,082	54,715	
			55,356	56,003	56,658	57,322	57,991	58,670	59,357	60,052	60,755	61,466	62,185	62,912	63,648	64,393	65,147	65,909	66,680	67,460	68,250	

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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		
112	260	8	41,965	42,456	42,953	43,456	43,965	44,479	45,000	45,527	46,059	46,598	47,144	47,696	48,253	48,818	49,389	49,966	50,551	51,141	51,741	
			52,346	52,959	53,578	54,205	54,839	55,481	56,131	56,787	57,453	58,125	58,805	59,493	60,189	60,894	61,606	62,327	63,056	63,793	64,539	
112.1	201	8	44,880	45,405	45,937	46,474	47,018	47,568	48,125	48,688	49,257	49,833	50,417	51,006	51,603	52,207	52,818	53,436	54,061	54,693	55,333	
	216	8	48,230	48,794	49,365	49,942	50,527	51,118	51,716	52,321	52,933	53,552	54,178	54,812	55,453	56,102	56,759	57,423	58,095	58,774	59,462	74,168
112.2	216	8	40,204	40,675	41,150	41,632	42,119	42,612	43,111	43,616	44,126	44,642	45,165	45,693	46,227	46,768	47,315	47,869	48,429	48,995	49,569	
	260	8	48,395	48,961	49,534	50,113	50,700	51,292	51,893	52,501	53,115	53,736	54,365	55,001	55,645	56,296	56,955	57,621	58,296	58,978	59,668	74,425
112.3	260	8	47,490	48,046	48,608	49,176	49,752	50,334	50,922	51,517	52,120	52,730	53,347	53,971	54,603	55,241	55,888	56,542	57,203	57,873	58,549	
			59,235	59,927	60,628	61,338	62,056	62,781	63,516	64,259	65,011	65,772	66,541	67,319	68,107	68,904	69,711	70,526	71,352	72,186	73,031	
112.4	260	8	47,051	47,601	48,158	48,722	49,291	49,869	50,452	51,043	51,640	52,244	52,855	53,473	54,099	54,732	55,373	56,021	56,677	57,339	58,010	
			58,689	59,376	60,070	60,773	61,484	62,204	62,931	63,667	64,412	65,166	65,928	66,699	67,480	68,270	69,068	69,877	70,693	71,521	72,357	
113	191	7	28,325	28,657	28,992	29,331	29,674	30,022	30,373	30,728	31,088	31,451	31,818	32,191	32,568	32,949	33,334	33,724	34,119	34,518	34,922	
	260	8	44,064	44,581	45,102	45,630	46,164	46,704	47,251	47,803	48,362	48,928	49,500	50,079	50,665	51,258	51,857	52,463	53,078	53,698	54,327	43,558
113.2	260	8	49,865	50,448	51,038	51,635	52,238	52,851	53,469	54,095	54,727	55,368	56,016	56,671	57,335	58,006	58,683	59,370	60,063	60,767	61,478	
			62,197	62,926	63,662	64,407	65,160	65,922	66,693	67,473	68,263	69,061	69,869	70,686	71,513	72,350	73,197	74,053	74,919	75,797	76,684	
113.3	260	8	48,926	49,498	50,078	50,664	51,255	51,855	52,462	53,077	53,698	54,327	54,962	55,605	56,255	56,914	57,579	58,253	58,935	59,623	60,321	
			61,027	61,741	62,463	63,194	63,934	64,681	65,438	66,204	66,979	67,762	68,555	69,357	70,168	70,989	71,819	72,659	73,510	74,369	75,240	
113.4	216	8	39,673	40,138	40,607	41,082	41,563	42,050	42,543	43,040	43,542	44,053	44,569	45,090	45,617	46,150	46,691	47,237	47,790	48,349	48,914	
			49,487	50,066	50,651	51,244	51,842	52,450	53,063	53,683	54,312	54,947	55,590	56,240	56,898	57,564	58,238	58,919	59,608	60,305	61,010	

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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	
113.4	260	8	47,757	48,315	48,880	49,453	50,030	50,617	51,209	51,809	52,415	53,028	53,648	54,275	54,910	55,553	56,204	56,861	57,527	58,199	58,880	
			59,569	60,267	60,971	61,685	62,406	63,137	63,875	64,622	65,378	66,143	66,917	67,699	68,492	69,294	70,104	70,925	71,753	72,594	73,442	
114	260	8	46,270	46,812	47,360	47,915	48,474	49,041	49,615	50,195	50,783	51,378	51,978	52,587	53,202	53,825	54,455	55,092	55,737	56,388	57,048	
			57,714	58,389	59,073	59,764	60,463	61,171	61,887	62,612	63,343	64,084	64,833	65,592	66,360	67,136	67,920	68,715	69,519	70,333	71,155	
114.1	260	8	51,876	52,484	53,098	53,720	54,347	54,984	55,627	56,279	56,936	57,603	58,277	58,959	59,649	60,347	61,053	61,767	62,490	63,221	63,960	
			64,709	65,466	66,233	67,007	67,791	68,584	69,386	70,198	71,020	71,851	72,692	73,542	74,402	75,274	76,155	77,047	77,948	78,860	79,784	
114.2	260	8	51,376	51,977	52,584	53,200	53,822	54,451	55,088	55,733	56,385	57,045	57,712	58,387	59,071	59,763	60,462	61,169	61,885	62,609	63,341	
			64,081	64,832	65,590	66,358	67,134	67,919	68,714	69,517	70,330	71,155	71,987	72,829	73,681	74,543	75,415	76,297	77,190	78,093	79,007	
115	260	8	48,581	49,151	49,726	50,309	50,897	51,492	52,095	52,704	53,320	53,944	54,575	55,213	55,859	56,513	57,175	57,843	58,521	59,205	59,897	
			60,599	61,307	62,026	62,751	63,485	64,229	64,980	65,741	66,510	67,289	68,076	68,872	69,678	70,493	71,317	72,152	72,997	73,851	74,715	
115.1	201	8	40,800	41,277	41,760	42,248	42,743	43,243	43,749	44,261	44,779	45,303	45,834	46,370	46,913	47,462	48,017	48,579	49,147	49,722	50,303	
			50,892	51,488	52,090	52,700	53,317	53,942	54,573	55,212	55,857	56,511	57,172	57,841	58,517	59,202	59,894	60,595	61,304	62,021	62,746	
115.1	216	8	43,844	44,357	44,876	45,401	45,933	46,470	47,014	47,564	48,121	48,684	49,253	49,829	50,412	51,002	51,599	52,203	52,814	53,432	54,057	
			54,689	55,329	55,977	56,631	57,294	57,965	58,643	59,329	60,024	60,727	61,438	62,157	62,884	63,619	64,363	65,117	65,879	66,650	67,430	
115.2	260	8	54,977	55,620	56,271	56,929	57,595	58,268	58,951	59,641	60,337	61,042	61,757	62,479	63,211	63,951	64,700	65,456	66,221	66,996	67,780	
			68,573	69,375	70,187	71,007	71,838	72,679	73,529	74,389	75,258	76,139	76,139	77,029	77,931	78,843	79,765	80,698	81,642	82,597	83,564	
115.3	260	8	53,941	54,572	55,211	55,857	56,511	57,171	57,841	58,517	59,201	59,894	60,595	61,304	62,021	62,746	63,481	64,224	64,975	65,735	66,504	
			67,283	68,070	68,867	69,673	70,488	71,312	72,146	72,991	73,844	74,708	75,582	76,467	77,361	78,266	79,182	80,108	81,045	81,995	82,953	
116	216	8	42,372	42,867	43,369	43,876	44,390	44,910	45,436	45,967	46,505	47,049	47,600	48,156	48,720	49,289	49,867	50,449	51,039	51,637	52,241	
			52,852	53,470	54,095	54,728	55,369	56,016	56,672	57,334	58,005	58,683	59,371	60,065	60,768	61,479	62,198	62,925	63,662	64,407	65,161	
116	260	8	51,002	51,598	52,202	52,813	53,430	54,056	54,688	55,328	55,976	56,630	57,292	57,963	58,640	59,327	60,021	60,724	61,433	62,153	62,880	
			63,615	64,360	65,113	65,875	66,645	67,425	68,214	69,012	69,819	70,636	71,463	72,299	73,144	74,000	74,865	75,741	76,627	77,524	78,431	

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Pay Grade	Days	Hours	STEPS																			
			0 19	1 20	2 21	3 22	4 23	5 24	6 25	7 26	8 27	9 28	10 29	11 30	12 31	13 32	14 33	15 34	16 35	17 36	18 37	
116.1	216	8	52,877	53,496 65,955	54,122 66,727	54,756 67,508	55,396 68,297	56,044 69,096	56,700 69,905	57,363 70,723	58,034 71,550	58,713 72,387	59,400 73,234	60,094 74,091	60,797 74,958	61,508 75,835	62,228 76,722	62,956 77,620	63,693 78,528	64,439 79,447	65,192 80,376	81,316
	260	8	63,648	64,393 79,390	65,146 80,319	65,908 81,258	66,679 82,209	67,460 83,171	68,249 84,144	69,048 85,128	69,856 86,124	70,673 87,131	71,500 88,150	72,336 89,182	73,183 90,225	74,039 91,281	74,905 92,349	75,781 93,429	76,667 94,522	77,564 95,628	78,472 96,747	97,879
116.2	260	8	57,180	57,850 71,323	58,526 72,157	59,211 73,002	59,903 73,856	60,604 74,720	61,314 75,595	62,031 76,479	62,757 77,374	63,491 78,279	64,234 79,195	64,986 80,122	65,746 81,059	66,515 82,008	67,293 82,968	68,080 83,938	68,877 84,920	69,683 85,913	70,498 86,918	87,936
116.3	260	8	57,715	58,390 71,990	59,073 72,833	59,764 73,684	60,461 74,547	61,170 75,419	61,886 76,301	62,609 77,194	63,342 78,096	64,082 79,011	64,832 79,935	65,591 80,871	66,358 81,816	67,136 82,774	67,921 83,742	68,716 84,723	69,521 85,713	70,334 86,716	71,157 87,731	88,758
116.4	260	8	56,628	57,290 70,632	57,960 71,460	58,639 72,296	59,325 73,141	60,018 73,997	60,720 74,863	61,430 75,739	62,149 76,626	62,877 77,523	63,613 78,430	64,357 79,348	65,110 80,276	65,872 81,215	66,643 82,165	67,423 83,126	68,211 84,098	69,008 85,082	69,815 86,078	87,085
117	201	8	41,400	41,885 51,639	42,374 52,243	42,869 52,854	43,371 53,472	43,878 54,097	44,392 54,730	44,912 55,371	45,438 56,020	45,969 56,674	46,507 57,336	47,052 58,007	47,602 58,687	48,158 59,373	48,722 60,067	49,291 60,770	49,869 61,481	50,451 62,200	51,042 62,928	63,664
	260	8	51,003	51,599 63,617	52,203 64,362	52,814 65,115	53,431 65,877	54,056 66,648	54,688 67,428	55,328 68,216	55,976 69,014	56,631 69,822	57,293 70,639	57,963 71,465	58,641 72,301	59,327 73,147	60,021 74,003	60,724 74,869	61,434 75,745	62,154 76,631	62,881 77,528	78,435
117.1	201	7	39,826	40,293 49,675	40,763 50,256	41,241 50,844	41,722 51,442	42,211 52,044	42,705 52,651	43,206 53,267	43,711 53,891	44,222 54,524	44,739 55,160	45,263 55,806	45,793 56,457	46,329 57,119	46,871 57,786	47,420 58,462	47,973 59,147	48,536 59,839	49,104 60,539	61,248
	216	7	42,800	43,300 53,384	43,806 54,009	44,320 54,640	44,839 55,282	45,362 55,927	45,892 56,582	46,430 57,243	46,972 57,914	47,522 58,591	48,079 59,277	48,640 59,971	49,210 60,673	49,786 61,383	50,369 62,100	50,959 62,826	51,554 63,562	52,157 64,306	52,768 65,059	65,819
	216	8	48,915	49,486 61,010	50,065 61,726	50,650 62,448	51,242 63,179	51,843 63,917	52,447 64,666	53,062 65,422	53,684 66,187	54,313 66,962	54,946 67,744	55,589 68,537	56,241 69,339	56,898 70,151	57,565 70,972	58,238 71,802	58,918 72,642	59,610 73,491	60,306 74,352	75,222
117.2	260	8	66,427	67,203 82,854	67,990 83,824	68,785 84,805	69,589 85,796	70,403 86,800	71,228 87,816	72,061 88,843	72,904 89,882	73,756 90,934	74,619 91,998	75,492 93,074	76,375 94,164	77,269 95,265	78,173 96,380	79,088 97,508	80,013 98,650	80,948 99,803	81,896 100,970	102,151

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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		
118	260	8	56,237	56,895	57,562	58,235	58,917	59,605	60,304	61,009	61,722	62,445	63,175	63,915	64,662	65,418	66,184	66,957	67,741	68,534	69,335	
			70,146	70,966	71,797	72,637	73,487	74,347	75,217	76,097	76,988	77,888	78,800	79,722	80,655	81,599	82,553	83,519	84,496	85,485	86,484	
118.2	260	8	63,640	64,384	65,137	65,899	66,671	67,451	68,240	69,039	69,846	70,664	71,491	72,327	73,173	74,029	74,896	75,772	76,659	77,557	78,464	
			79,381	80,310	81,249	82,200	83,161	84,135	85,120	86,116	87,123	88,142	89,173	90,217	91,272	92,341	93,422	94,515	95,621	96,740	97,871	
118.3	260	8	65,596	66,363	67,140	67,927	68,720	69,524	70,338	71,161	71,993	72,835	73,688	74,550	75,420	76,305	77,196	78,099	79,013	79,938	80,873	
			81,819	82,777	83,745	84,723	85,715	86,718	87,734	88,760	89,797	90,849	91,912	92,988	94,075	95,176	96,289	97,416	98,556	99,709	100,877	
119	260	8	59,029	59,719	60,418	61,125	61,841	62,563	63,296	64,036	64,786	65,545	66,312	67,089	67,873	68,667	69,471	70,283	71,106	71,939	72,780	
			73,630	74,491	75,364	76,246	77,137	78,040	78,954	79,878	80,812	81,758	82,715	83,683	84,663	85,652	86,654	87,669	88,694	89,731	90,781	
120.1	260	8	68,845	69,651	70,466	71,290	72,124	72,967	73,822	74,685	75,560	76,444	77,339	78,244	79,159	80,085	81,022	81,971	82,929	83,899	84,880	
			85,874	86,879	87,895	88,923	89,964	91,016	92,082	93,158	94,248	95,351	96,467	97,595	98,737	99,891	101,061	102,242	103,439	104,649	105,873	
121	260	8	65,087	65,849	66,619	67,400	68,187	68,986	69,792	70,609	71,436	72,272	73,117	73,973	74,838	75,713	76,599	77,495	78,401	79,318	80,246	
			81,186	82,136	83,098	84,070	85,053	86,049	87,056	88,074	89,105	90,148	91,203	92,271	93,350	94,442	95,547	96,665	97,796	98,940	100,099	
121.1	260	8	66,428	67,204	67,990	68,786	69,591	70,404	71,229	72,062	72,907	73,759	74,621	75,495	76,378	77,271	78,177	79,091	80,017	80,953	81,901	
			82,860	83,829	84,809	85,801	86,806	87,822	88,849	89,889	90,940	92,005	93,081	94,169	95,271	96,386	97,514	98,654	99,809	100,977	102,158	
121.2	260	8	73,655	74,517	75,389	76,272	77,164	78,067	78,980	79,904	80,839	81,784	82,742	83,710	84,691	85,682	86,685	87,698	88,725	89,763	90,813	
			91,876	92,951	94,039	95,139	96,252	97,377	98,518	99,671	100,836	102,016	103,209	104,417	105,638	106,875	108,125	109,389	110,668	111,964	113,273	
121.3	260	8	72,268	73,114	73,969	74,835	75,710	76,595	77,492	78,399	79,316	80,245	81,183	82,132	83,094	84,065	85,049	86,043	87,050	88,068	89,098	
			90,141	91,196	92,263	93,342	94,435	95,540	96,658	97,789	98,934	100,091	101,263	102,446	103,645	104,858	106,085	107,327	108,582	109,853	111,137	
122	201	8	52,847	53,465	54,090	54,723	55,363	56,011	56,666	57,329	57,999	58,678	59,365	60,060	60,762	61,473	62,193	62,920	63,656	64,402	65,155	
			65,916	66,688	67,469	68,258	69,056	69,864	70,682	71,508	72,345	73,191	74,048	74,915	75,791	76,677	77,575	78,482	79,401	80,330	81,270	
122	216	8	56,788	57,454	58,126	58,806	59,494	60,190	60,895	61,607	62,328	63,057	63,794	64,540	65,295	66,060	66,833	67,614	68,405	69,207	70,015	
			70,834	71,664	72,503	73,351	74,208	75,077	75,956	76,844	77,743	78,652	79,573	80,504	81,445	82,398	83,362	84,337	85,324	86,322	87,332	

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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		
123	216	8	59,615	60,312	61,018	61,733	62,454	63,186	63,925	64,673	65,429	66,194	66,968	67,752	68,545	69,346	70,158	70,979	71,810	72,650	73,499	
			74,359	75,229	76,109	77,000	77,901	78,812	79,734	80,666	81,610	82,565	83,531	84,508	85,496	86,497	87,509	88,533	89,569	90,618	91,679	
	260	8	71,756	72,595	73,444	74,303	75,173	76,053	76,942	77,843	78,754	79,675	80,609	81,550	82,505	83,471	84,447	85,435	86,435	87,446	88,469	
			89,504	90,552	91,611	92,682	93,768	94,864	95,975	97,099	98,234	99,383	100,546	101,722	102,913	104,117	105,335	106,568	107,815	109,076	110,353	
123.1	201	8	61,791	62,514	63,245	63,985	64,733	65,492	66,258	67,033	67,817	68,610	69,414	70,226	71,048	71,879	72,721	73,571	74,429	75,303	76,182	
			77,075	77,978	78,890	79,813	80,746	81,691	82,646	83,615	84,593	85,583	86,582	87,596	88,622	89,657	90,708	91,766	92,840	93,927	95,027	
	216	8	66,403	67,179	67,966	68,762	69,566	70,379	71,203	72,036	72,879	73,732	74,595	75,467	76,351	77,244	78,148	79,062	79,987	80,922	81,869	
			82,827	83,796	84,775	85,768	86,772	87,787	88,813	89,853	90,904	91,968	93,043	94,133	95,234	96,348	97,475	98,615	99,769	100,935	102,117	
123.2	260	8	74,656	75,529	76,412	77,306	78,211	79,125	80,052	80,988	81,936	82,893	83,863	84,845	85,837	86,842	87,858	88,885	89,925	90,977	92,041	
			93,118	94,207	95,310	96,424	97,553	98,693	99,848	101,017	102,198	103,393	104,603	105,827	107,065	108,318	109,585	110,867	112,164	113,476	114,804	
123.3	260	8	79,672	80,604	81,546	82,501	83,465	84,442	85,430	86,430	87,441	88,464	89,499	90,548	91,607	92,680	93,763	94,860	95,970	97,093	98,230	
			99,379	100,542	101,718	102,909	104,113	105,331	106,563	107,809	109,071	110,348	111,638	112,944	114,265	115,603	116,956	118,324	119,707	121,108	122,525	
123.4	200	8	61,609	62,330	63,059	63,796	64,542	65,297	66,062	66,835	67,617	68,408	69,209	70,017	70,837	71,666	72,505	73,353	74,211	75,079	75,958	
			76,846	77,746	78,656	79,576	80,507	81,449	82,401	83,365	84,340	85,327	86,326	87,336	88,358	89,392	90,439	91,497	92,567	93,650	94,746	
	200	8	64,688	65,447	66,212	66,988	67,772	68,565	69,367	70,178	70,999	71,829	72,669	73,518	74,378	75,250	76,130	77,022	77,923	78,835	79,755	
			80,688	81,632	82,589	83,553	84,533	85,521	86,523	87,534	88,559	89,593	90,642	91,704	92,774	93,863	94,959	96,072	97,196	98,329	99,484	
	200	8	67,913	68,706	69,510	70,324	71,147	71,980	72,822	73,673	74,535	75,408	76,290	77,182	78,083	78,998	79,924	80,858	81,804	82,759	83,726	
			84,709	85,701	86,702	87,715	88,741	89,780	90,829	91,896	92,969	94,057	95,157	96,273	97,396	98,537	99,689	100,856	102,035	103,232	104,438	
124	260	8	75,345	76,227	77,118	78,020	78,934	79,858	80,791	81,736	82,692	83,660	84,639	85,629	86,631	87,645	88,669	89,707	90,757	91,818	92,892	
			93,979	95,079	96,191	97,316	98,455	99,607	100,773	101,952	103,145	104,352	105,572	106,807	108,057	109,321	110,600	111,894	113,203	114,527	115,866	
125	260	8	79,120	80,046	80,982	81,929	82,887	83,857	84,839	85,831	86,835	87,851	88,879	89,919	90,971	92,035	93,112	94,201	95,303	96,418	97,546	
			98,687	99,841	101,010	102,192	103,387	104,597	105,820	107,058	108,311	109,578	110,860	112,156	113,468	114,795	116,138	117,497	118,872	120,262	121,669	
125.1	260	8	78,828	79,750	80,682	81,627	82,582	83,548	84,525	85,515	86,515	87,528	88,552	89,589	90,636	91,698	92,770	93,856	94,955	96,066	97,190	
			98,327	99,479	100,642	101,819	103,011	104,216	105,436	106,670	107,919	109,181	110,458	111,750	113,058	114,380	115,719	117,072	118,441	119,827	121,229	

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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		
125.2	260	8	87,848	88,876	89,915	90,968	92,031	93,109	94,198	95,300	96,415	97,543	98,684	99,840	101,007	102,189	103,384	104,594	105,818	107,056	108,309	
			109,576	110,859	112,154	113,466	114,794	116,137	117,496	118,871	120,262	121,669	123,092	124,532	125,988	127,463	128,954	130,463	131,989	133,533	135,096	
125.3	260	8	76,859	77,759	78,669	79,589	80,519	81,461	82,415	83,379	84,354	85,341	86,340	87,350	88,372	89,405	90,452	91,509	92,580	93,664	94,759	
			95,868	96,989	98,124	99,273	100,433	101,608	102,797	103,999	105,216	106,447	107,693	108,951	110,226	111,516	112,820	114,140	115,475	116,826	118,193	
126	260	8	83,079	84,051	85,034	86,030	87,036	88,054	89,084	90,126	91,180	92,248	93,327	94,418	95,523	96,641	97,772	98,916	100,074	101,245	102,429	
			103,628	104,840	106,067	107,309	108,565	109,834	111,119	112,419	113,735	115,065	116,411	117,773	119,152	120,545	121,955	123,382	124,825	126,286	127,763	
128.1	260	8	86,422	87,433	88,457	89,491	90,538	91,596	92,671	93,756	94,853	95,962	97,085	98,220	99,371	100,532	101,708	102,898	104,102	105,320	106,552	
			107,798	109,060	110,336	111,626	112,932	114,254	115,589	116,942	118,311	119,695	121,095	122,512	123,945	125,396	126,862	128,346	129,849	131,367	132,905	
129	260	8	96,182	97,308	98,447	99,599	100,764	101,942	103,135	104,342	105,562	106,797	108,046	109,310	110,589	111,884	113,192	114,517	115,856	117,212	118,583	
			119,970	121,373	122,793	124,230	125,683	127,154	128,641	130,145	131,668	133,208	134,768	136,344	137,940	139,553	141,186	142,838	144,509	146,200	147,911	
129.1	260	8	90,752	91,814	92,889	93,975	95,075	96,187	97,312	98,451	99,602	100,769	101,947	103,139	104,346	105,567	106,803	108,053	109,317	110,597	111,892	
			113,200	114,525	115,864	117,221	118,591	119,979	121,383	122,803	124,240	125,695	127,164	128,651	130,157	131,680	133,220	134,778	136,356	137,951	139,566	
129.2	260	8	103,877	105,092	106,323	107,566	108,825	110,098	111,387	112,689	114,007	115,340	116,690	118,056	119,438	120,835	122,248	123,678	125,125	126,588	128,070	
			129,567	131,083	132,616	134,168	135,738	137,326	138,932	140,558	142,202	143,866	145,549	147,251	148,974	150,717	152,481	154,265	156,070	157,897	159,745	
130	260	8	100,993	102,176	103,370	104,580	105,803	107,042	108,294	109,561	110,843	112,140	113,451	114,779	116,122	117,480	118,855	120,245	121,652	123,076	124,515	
			125,972	127,446	128,936	130,445	131,970	133,515	135,077	136,658	138,256	139,873	141,510	143,165	144,840	146,535	148,248	149,983	151,739	153,513	155,310	
130.1	260	8	95,292	96,408	97,537	98,677	99,831	101,000	102,182	103,377	104,587	105,810	107,048	108,300	109,568	110,850	112,146	113,458	114,785	116,129	117,487	
			118,862	120,253	121,660	123,083	124,523	125,980	127,455	128,944	130,454	131,980	133,524	135,088	136,667	138,266	139,884	141,521	143,178	144,852	146,547	
130.2	260	8	112,134	113,446	114,773	116,116	117,475	118,849	120,239	121,645	123,069	124,510	125,966	127,440	128,932	130,440	131,967	133,511	135,072	136,653	138,251	
			139,869	141,505	143,160	144,836	146,530	148,245	149,979	151,733	153,509	155,305	157,122	158,960	160,820	162,702	164,606	166,532	168,480	170,451	172,444	

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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		
130.3	260	8	98,108	99,256	100,417	101,592	102,780	103,984	105,200	106,431	107,676	108,936	110,210	111,499	112,804	114,124	115,459	116,809	118,176	119,559	120,958	
				122,372	123,805	125,252	126,718	128,200	129,700	131,218	132,753	134,305	135,876	137,466	139,075	140,702	142,348	144,013	145,698	147,403	149,127	150,872
131	260	8	106,015	107,255	108,510	109,781	111,065	112,365	113,679	115,009	116,354	117,716	119,092	120,485	121,896	123,323	124,765	126,226	127,703	129,196	130,708	
				132,237	133,784	135,349	136,933	138,535	140,155	141,795	143,454	145,132	146,830	148,548	150,285	152,043	153,823	155,623	157,443	159,286	161,149	163,035
131.1	260	8	105,463	106,697	107,946	109,208	110,486	111,779	113,087	114,410	115,749	117,103	118,474	119,859	121,262	122,681	124,116	125,568	127,037	128,524	130,027	
				131,548	133,087	134,644	136,219	137,812	139,425	141,057	142,706	144,375	146,065	147,775	149,503	151,253	153,022	154,812	156,624	158,457	160,310	162,186
132.1	260	8	116,009	117,367	118,740	120,129	121,535	122,957	124,395	125,851	127,324	128,813	130,319	131,845	133,389	134,948	136,527	138,125	139,741	141,376	143,030	
				144,703	146,395	148,108	149,841	151,595	153,369	155,162	156,979	158,815	160,672	162,553	164,452	166,378	168,326	170,295	172,287	174,305	176,342	178,405
133.1	260	8	127,610	129,104	130,614	132,143	133,689	135,252	136,836	138,436	140,056	141,694	143,352	145,030	146,726	148,444	150,179	151,937	153,714	155,514	157,333	
				159,173	161,036	162,920	164,827	166,754	168,704	170,680	172,676	174,697	176,740	178,807	180,901	183,016	185,157	187,325	189,515	191,734	193,977	196,246
133.2	260	8	110,292	111,582	112,887	114,209	115,544	116,895	118,263	119,647	121,047	122,464	123,896	125,345	126,812	128,295	129,796	131,315	132,851	134,406	135,978	
				137,569	139,179	140,807	142,454	144,121	145,808	147,514	149,240	150,985	152,751	154,539	156,347	158,175	160,026	161,899	163,793	165,710	167,649	169,610
134.1	260	8	115,807	117,162	118,533	119,919	121,322	122,741	124,177	125,630	127,099	128,586	130,091	131,613	133,153	134,711	136,287	137,882	139,495	141,127	142,779	
				144,449	146,139	147,849	149,579	151,329	153,100	154,892	156,704	158,537	160,392	162,269	164,167	166,088	168,032	169,998	171,987	173,999	176,035	178,094
135	260	8	128,870	130,379	131,904	133,448	135,009	136,589	138,187	139,803	141,440	143,095	144,770	146,462	148,176	149,910	151,663	153,438	155,232	157,047	158,886	
				160,745	162,625	164,529	166,453	168,400	170,371	172,364	174,380	176,421	178,485	180,573	182,685	184,823	186,985	189,172	191,387	193,625	195,891	198,183

**Supplemental Pay Schedule
Effective July 1, 2026**

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, 2026**

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.
High Usage Management	5%	Deemed by Principal.
Instructional Lead – Preschool and Elementary	\$500	
Lead Bus Operator	\$2,000	
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%	
Level II Certification for K-2 Foundational Skills Instruction	\$2,000	For Instructional Assistants.
	\$5,000	For Teachers.
Level II Certification for 3-5 Language Comprehension Instruction	\$2,000	For Instructional Assistants.
	\$5,000	For Teachers.
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.

\$ Annual supplement; % Based on annual salary

**Supplemental Pay Schedule
Effective July 1, 2026**

SUPPLEMENT / DUTY	AMOUNT	ADDITIONAL INFORMATION
School Nutrition Manager of 2 Schools	10%	
School Nutrition Manager of 3 Schools	15%	
Special Needs Bus Operator	\$500	
Speech Language 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, 2026**

JOB TITLE	HOURLY RATE	HOURS PER DAY	DAILY RATE
Attendance Helper	\$12.77	7	\$87.50
Bus Monitor	\$12.77	6	\$75.00
Bus Operator	\$21.00	6	\$126.00
Bus Operator in Training	\$22.00	6	\$126.00
Clerical	\$13.50	8	\$108.00
Clerical Long-Term	\$15.00	8	\$120.00
Custodian	\$12.77	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	\$12.77	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, 2026**

JOB TITLE	HOURLY RATE
Academic Coach	\$21.00
After School Activities Bus Driver	\$21.00
Aftercare Counselor	\$15.00
Before and After School	\$21.00 – Teachers
	\$15.00 – Instructional Assistants
	\$12.77 – Clerical
Bus Driver Training (New)	\$22.00
Career and Technical Education Teacher – RTC (Day or Night)	\$33.00
Career Coach Richmond Teacher Residency	\$25.00
Cooperative Education Student	\$12.77
Coordinator of Student Conduct	\$30.55
Data Coordinator – 21 st Century	\$21.00
Driver Range Instructor	\$25.00
Floating PreK Staff Support	\$15.00
Food Service Worker	\$18.93
Foreign Language Temp	\$30.00
Gaggle Support	\$40.00
GED Instructor	\$33.00
Homebound Teacher	\$30.00
IEP Summer Support	\$25.00
Instructional Resource Designer	\$28.00
Interim Appointment	Minimum of interim pay grade
Intern	\$12.77
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	\$33.00
Language Instruction Educational Programs Parent Facilitator	\$21.00
Lunch Monitor	\$12.77
Per Class Hourly Teacher	\$31.20
Preschool Aftercare Program Coordinator	\$40.00

**Temporary Rate Schedule
Effective July 1, 2026**

JOB TITLE	HOURLY RATE
Preschool Aftercare Site Coordinator	\$20.00
Site Coordinator – 21 st Century	\$35.00
Site Facilitator – 21 st Century	\$35.00
Summer Child Find, Evaluation, IEP Development for Early Childhood Special Education	\$40.00
Teacher Alternative Programs	\$30.00
Teacher/Tutor – 21 st Century	\$30.00
Temporary	Salary contingent upon assignment
Temporary Administrator – Assistant Principal	\$40.00
Temporary Administrator – Principal	\$50.00
Temporary Clerical	\$12.77
Temporary Custodian	\$15.00
Temporary Information Technology	\$12.77
Temporary Instructional Specialist	\$40.00
Temporary Care and Safety Associate	\$17.00
Temporary Speech Pathologist	\$30.00
Translator/Interpreter	\$35.00
Tutor – 21 st Century Grant	\$21.00
Tutor – Coaches in the Classroom	\$21.00
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

**Summer School Rate Schedule
Effective July 1, 2026**

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, 2026**

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, 2026**

Middle School

POSITION	SEASON	AMOUNT
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, 2026**

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, 2026**

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

Preschool and 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, 2026**

Teacher

CONTRACT LENGTH	PAYCHECKS	CONTRACT DATES	PAY START DATE	PAY END DATE
260 Days	24	7/1/2026 – 6/30/2027	July 15, 2026	June 30, 2027
230 Days	24	8/3/2026 – 6/30/2027	August 15, 2026	July 31, 2027
210 Days	24	8/10/2026 – 6/14/2027	August 31, 2026	August 15, 2027
200 Days	24	8/17/2026 – 6/7/2027	August 31, 2026	August 15, 2027

Support

CONTRACT LENGTH	PAYCHECKS	CONTRACT DATES	PAY START DATE	PAY END DATE
260 Days	24	7/1/2026 – 6/30/2027	July 15, 2026	June 30, 2027
216 Days	24	8/3/2026 – 6/30/2027	August 15, 2026	July 31, 2027
201 Days	24	8/10/2026 – 6/14/2027	August 31, 2026	August 15, 2027
191 Days	24	8/17/2026 – 6/7/2027	August 31, 2026	August 15, 2027
183 Days	24	8/20/2026 – 6/4/2027	August 31, 2026	August 15, 2027

RPS200 Schools

CONTRACT LENGTH	PAYCHECKS	CONTRACT DATES	PAY START DATE	PAY END DATE
Teacher – 230 Days	24	7/20/2026 – 6/7/2027	July 31, 2026	July 15, 2027
Support – 216 Days	24	7/20/2026 – 6/7/2027	July 31, 2026	July 15, 2027
Transportation – 216 Days	24	7/22/2026 – 6/4/2027	July 31, 2026	July 15, 2027

Patrick Henry

CONTRACT LENGTH	PAYCHECKS	CONTRACT DATES	PAY START DATE	PAY END DATE
Teacher – 230 Days	24	7/13/2026 – 6/18/2027	July 31, 2026	July 15, 2027
Teacher – 210 Days	24	7/20/2026 – 6/18/2027	July 31, 2026	July 15, 2027
Teacher – 200 Days	24	7/27/2026 – 6/11/2027	August 15, 2026	July 31, 2027
Support – 201 Days	24	7/20/2026 – 6/18/2027	July 31, 2026	July 15, 2027
Support – 191 Days	24	7/27/2026 – 6/11/2027	August 15, 2026	July 31, 2027

Transportation

CONTRACT LENGTH	PAYCHECKS	CONTRACT DATES	PAY START DATE	PAY END DATE
Bus Operators and Monitors 184 Days	24	8/17/2026 – 8/19/2026 8/24/2026 – 6/4/2027	August 31, 2026	August 15, 2027



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