

2026-27 Pay Plan

Approved: July 8, 2026

Revised: November 5, 2026

SALARY SCHEDULES

School Board Policy GCBA provides that, "School Board employees shall be paid in accordance with the salary schedules in the York County School Division Pay Plan." The Superintendent proposes changes to the Pay Plan as warranted by economic conditions, market conditions, Pay Plan adjustments made by the County or other factors.

Each year, following final approval of the Operating Budget for the coming year, the Superintendent presents to the School Board for their approval of salary schedules, which incorporate any recommended changes. A copy of this regulation shall be included in the Pay Plan.

ISSUED: May 17, 1995
REVISED: June 1, 2011; May 8, 2014; May 20, 2019

James E. Carroll, Ed.D.

Division Superintendent

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FY27 – Licensed Staff & Teacher Salary Schedule

Licensed Staff & Teacher Scale Position Classification	Step	Bachelor's	Masters	Masters + 30	Doctorate
Adv. Learning Specialist Assessment and Compliance Coordinator Computer Science Resource Teacher Diagnostician Dual Enrollment – Pre-Calculus English Learner Program Coach Instructional Innovation Coach Library Media Specialist Literacy Coach Math Coach Reading Specialist School Counselor School Social Worker Special Education Coach Special Program Administrator Teacher Teacher Specialist – Special Education	0	$57,634	$59,382	$61,478	$63,507
	1	$58,063	$59,772	$62,173	$64,201
	2	$58,206	$60,051	$62,867	$64,893
	3	$58,499	$60,608	$63,560	$65,586
	4	$59,370	$61,521	$64,364	$66,391
	5	$59,947	$62,266	$65,278	$67,305
	6	$60,528	$63,025	$66,181	$68,210
	7	$61,103	$63,831	$67,095	$69,121
	8	$62,275	$64,817	$68,991	$71,014
	9	$62,852	$66,083	$69,899	$71,925
	10	$63,519	$66,875	$70,829	$72,854
	11	$64,570	$67,930	$71,736	$73,763
	12	$65,644	$69,001	$72,646	$74,672
	13	$66,733	$70,090	$73,968	$75,998
	14	$67,842	$71,200	$75,271	$77,299
	15	$68,968	$72,325	$76,617	$78,637
	16	$69,669	$73,469	$78,011	$80,037
	17	$70,371	$74,630	$79,446	$81,469
	18	$71,660	$75,817	$80,902	$82,928
	19	$72,950	$77,362	$82,392	$84,418
	20	$74,887	$78,853	$83,909	$85,934
	21	$75,535	$80,233	$85,456	$87,483
	22	$76,826	$81,533	$88,558	$90,582
	23	$78,111	$82,951	$91,660	$93,683
	24	$79,405	$84,017	$92,777	$94,805
	25	$80,697	$85,468	$93,410	$95,439
	26	$81,985	$87,260	$94,048	$96,075
	27	$83,276	$88,425	$94,680	$96,709
	28	$84,570	$91,256	$95,318	$97,345
	29	$85,858	$92,117	$95,953	$97,977
	30	$87,151	$92,985	$96,596	$98,618

- Placement on the salary schedule does not necessarily equate to years of teaching experience.
- Creditable experience is defined as full-time K-12 teaching and administrative experience under contract to an accredited school division
- Master's +30 requires 30 graduate semester credit hours earned after the date the Masters was conferred
- Middle School and YRA part-time teachers will be compensated at 1/6 of base salary for each class.
- High School part-time teachers will be compensated at 1/5 of base salary for each class.

Guidelines for Extra Days

Position Title	Hired Before FY10	Hired During FY10	Hired FY11-FY24	Hired on or After FY25*	Hired on or After FY26*	Hired on or After FY27*
Activity Coordinator - High School	10	10	7	7	7	7
Advance Learning Specialist	N/A	N/A	N/A	N/A	N/A	10
Assessment and Compliance Coordinator	N/A	N/A	14	14	14	14
Band - High School (Full-Time)	10	10	10	10	10	10
Band - Middle School (Full-Time)	5	5	3	3	3	3
Career & Technical Education: Marketing - High School	5	5	5	5	5	5
Career & Technical Education: Marketing - Middle School	3	3	3	3	3	3
Career & Technical Education: NJROTC Instructor	N/A	N/A	20	20	20	20
Career & Technical Education: Technology Education - High School	5	5	5	N/A	N/A	N/A
Career & Technical Education: Technology Education - Middle School	3	3	3	N/A	N/A	N/A
Computer Science Resource Teacher	25	21	17	5	5	5
Department Head - Elementary and Middle School	N/A	N/A	3	3	3	3
Department Head - High School	7.5	7.5	5	5	5	5
English Learner Instructional Coach	N/A	N/A	5	5	5	5
Instructional Innovation Coach	25	21	17	5	5	17
Lead Counselor	10	10	10	10	10	10
Library Media Specialist - All Schools	5	5	3	3	3	3
Literacy Coach	N/A	N/A	5	5	5	5
Math Coach	N/A	N/A	5	5	5	5
School Counselor - High School (BHS, GHS, THS, YHS, YRA)	20	20	14	14	14	14
School Counselor - Middle School	10	10	7	7	7	7
School Social Worker	N/A	N/A	7	7	7	7
Special Education Coach	N/A	N/A	N/A	N/A	5	5
Special Programs Administrator	N/A	N/A	N/A	N/A	N/A	10
Teacher Specialist - Special Education	N/A	N/A	N/A	N/A	20	20

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

Supplements for Positions with Extra Days

Position	Annual Supplement	Notes
Activities Coordinator	$3,780	Supplement for High School Only
Advanced Learning Specialist K-8 & 9-12	$2,617	
Band - High School	$4,594	
Band - Middle School	$2,464	
Department Head	$1,839	8 per High School
Special Programs Administrator	$2,617	
Summer Reading Testing	$ 788	Summer Testing
Teacher Specialist – Lead	$5,000	
Library Media Specialist	$3,744	Supplement for HS only (8 hr/day)
Vocational (marketing, technology, etc)		Requested by Instruction (marketing, technology, etc.
Additional Class Supplement	$7,000	Eligibility to be determined by HR

Non-Licensed Employees and Administrators Pay Schedule 2026 – 2027

Classification and Pay Schedule

All salary scales are adjusted to the Full-Time Equivalency (FTE) for each School Board position. Any required adjustment factors are listed in parentheses following the position title.

Position Title	FLSA Status	Grade	Days/Year	Hours/ Day
Accounting Analyst/Workers' Compensation Coordinator	E	20	260	8
Accounting and Finance Manager	E	32	260	8
Accounts Payable and Procurement Coordinator	NE	18	260	8
Administrative Assistant	NE	15	260	8
Administrative Associate	NE	11	260	8
Assistant Manager of Applications Support	E	30	260	8
Assistant Manager of Endpoint & Academic Technology Support	E	30	260	8
Assistant Principal, Elementary	E	28	260	8
Assistant Principal, High School	E	29	260	8
Assistant Principal, Middle School	E	28	260	8
Associate Director for Capital Plans and Projects	E	33	260	8
Associate Director of Special Education	E	33	260	8
Associate Director of Student Services – Elementary	E	33	260	8
Associate Director of Student Services – Secondary	E	33	260	8
Associate Director of Human Resources	E	33	260	8
Associate Director of Secondary Instruction & Academic Programs	E	33	260	8
Associate Director of Elementary Instruction & Academic Programs	E	33	260	8
Athletic Directors - High School	E	25	260	7.5
Behavior Interventionist	E	25	200	7.5
Behavior Support Specialist	E	25	260	8
Benefits Program Specialist	E	25	260	8
Board Certified Behavior Analyst	E	28	200	8
Board Certified Behavior Analyst, Lead	E	28	260	8
Budget and Financial Analyst – Revenue	E	22	260	8
Budget and Financial Analyst II	E	24	260	8
Budget and Financial Supervisor	E	29	260	8
Building Automation System Specialist	E	28	260	8
Business Analyst	E	25	260	8
Business Analyst, Senior	E	27	260	8
Career Coach	NE	21	260	8

Position Title	FLSA Status	Grade	Days/Year	Hours/ Day
Communications Associate	NE	19	260	8
Computer Support Area Supervisor	E	21	260	8
Computer Support Technician I	NE	18	260	8
Computer Support Technician II	NE	19	260	8
Coordinator of Advance Learning	E	30	260	8
Coordinator of Arts and Physical Education	E	28	260	8
Coordinator of Attendance & Student Support	E	27	260	8
Coordinator of Career Development	E	28	260	8
Coordinator of Educational Technology	E	28	260	8
Coordinator of English and Language Arts	E	28	260	8
Coordinator of Enrollment & Residency	E	27	260	8
Coordinator of Grants and Instructional Engagement	E	27	260	8
Coordinator of Health Services	E	27	260	8
Coordinator of History and Social Sciences	E	28	260	8
Coordinator of Mathematics (K-12)	E	28	260	8
Coordinator of Multilingual Learners & World Language (Grant Funded)	E	28	260	8
Coordinator of School Counseling	E	28	260	8
Coordinator of Science (K-12)	E	28	260	8
Coordinator of Special Education	E	28	260	8
Coordinator of Testing & Accountability	E	28	260	8
Coordinator of Virtual Learning	E	28	260	8
CTE Instructional Specialist	E	26	260	8
Custodial Services Area Supervisor	E	21	260	8
Custodian (Tier 2)	NE	8	185	8
Custodian (Tier 2)	NE	8	260	8
Custodian	NE	8	185	8
Custodian	NE	8	260	8
Custodian, Head (elementary)	NE	12	260	8
Custodian, Head (multiple sites)	NE	13	260	8
Custodian, Lead	NE	9	260	8
Digital Services and Applications Development Manager	E	29	260	8
Director of Curriculum and Instruction	E	35	260	8
Director of Information Technology	E	35	260	8
Director of Maintenance and Facilities Support	E	35	260	8
Director of School Leadership	E	35	260	8

Position Title	FLSA Status	Grade	Days/Year	Hours/ Day
Director of Special Education	E	35	260	8
Director of Student Services	E	35	260	8
Director of Transportation	E	35	260	8
Executive Assistant to the Superintendent	NE	19	260	8
Executive Assistant	NE	17	260	8
Executive Assistant, Impact Aid	NE	18	260	8
Facility & Energy Sustainability Analyst	E	25	260	8
General Maintenance Technician	NE	15	260	8
Grant Accounting Analyst	E	19	260	8
Grant Accounting Analyst II	E	21	260	8
Grant Coordinator / Writer	E	27	260	8
Health Services Provider (L.P.N.) (paid lunch break)	NE	21	190	7.25
Health Services Provider (R.N.) (paid lunch break)	E	25	190	7.25
Human Resources Operations Analyst	NE	17	260	8
HVACR Supervisor	NE	24	260	8
Indoor Air Quality (IAQ) Technician	E	28	260	8
Information Technology Project Manager	E	28	260	8
Interpreter-Transliterator-Non-VQAS (paid lunch break)	NE	17	185	7.25
Interpreter-Transliterator-RID CI or CT (paid lunch break)	NE	27	185	7.25
Interpreter-Transliterator-VQAS Level 1 (paid lunch break)	NE	20	185	7.25
Interpreter-Transliterator-VQAS Level 2; NAD3; TSC: 1 (paid lunch break)	NE	22	185	7.25
Interpreter-Transliterator-VQAS Level 3 or 4; NAD 4 or 5; RID IC or TC; TSC: 2, 3, or 4 (paid lunch break)	NE	24	185	7.25
Language Specialist (Grant funded through FY27)	E	26	260	8
Logistics Support Technician - Lead	NE	21	260	8
Logistics Support Technician	NE	19	260	8
Manager of Applications Support	E	32	260	8
Manager of Building Maintenance	E	26	260	8
Manager of Endpoint & Academic Technology Support	E	32	260	8
Manager of Enterprise Systems & Logistics Operations	E	32	260	8
Manager of School Food Services	NE	18	200	8
Manager of Vehicle Maintenance	E	26	260	8
Manager of Cybersecurity & Network Operations	E	32	260	8
Master Carpenter	NE	21	260	8
Master Electrician	NE	21	260	8

Position Title	FLSA Status	Grade	Days/Year	Hours/ Day
Master HVAC Technician	NE	21	260	8
Master Plumber	NE	21	260	8
Master Service Technician	NE	21	260	8
Math Coach	E	24	260	8
Medicaid Program Coordinator	NE	19	260	8
Multi-Trade Technician	NE	21	260	8
Network Services Engineer	E	27	260	8
Network Services Engineer, Senior	E	28	260	8
NJROTC Instructor	E	NJROTC	220	7.5
Occupational Safety/Regulatory Compliance Specialist	E	26	260	8
Occupational Therapist	E	28	200	8
Occupational Therapist	E	28	260	8
Occupational Therapist Assistant	NE	16	200	7.25
Online Learning Specialist	E	26	260	8
Oral Communication Facilitator (paid lunch break)	NE	17	183	7.25
Parts Coordinator	NE	18	260	8
Payroll Coordinator	NE	19	260	8
Payroll Supervisor	E	29	260	8
Personnel Specialist – Staffing	NE	23	260	8
Personnel Specialist – Licensure, Recruiting and Retention	E	24	260	8
Physical Therapist – 10-Month	E	28	200	8
Physical Therapist – 12-Month	E	28	260	8
Physical Therapy Assistant	NE	20	200	8
Preventative Maintenance Technician	NE	14	260	8
Principal, Elementary	E	31	260	8
Principal, High School	E	34	260	8
Principal, Middle School	E	33	260	8
Principal, York River Academy	E	31	260	8
Print Operations Assistant	NE	10	260	8
Print Operations Lead	NE	15	260	8
Programmer Analyst	E	27	260	8
Programmer Analyst, Senior	E	28	260	8
Project Manager for Capital Plans and Projects	E	27	260	8
Records Manager	E	19	260	8
Registered Behavior Technician	NE	20	183	7
Registered Behavior Technician – Lead (Grant Funded)	NE	22	183	7

Position Title	FLSA Status	Grade	Days/Year	Hours/ Day
Roofer	NE	15	260	8
Roofing Technician	NE	18	260	8
School Cafeteria Manager	NE	11	195	7.5
School Cafeteria Worker	NE	7	180	6
School Counseling Director, High School	E	27	260	8
School Counseling Director, Middle School	E	25	260	8
School Crossing Guard	NE	7	180	2
School Psychologist (hired before 7/1/2013)	E	28	210	7.5
School Psychologist (hired on or after 7/1/2013)	E	28	205	7.5
School Psychologist, Lead	E	28	260	8
School Security Officer	NE	14	185	8
Service Technician I	NE	18	260	8
Service Technician II	NE	19	260	8
Social Worker, Lead	E	28	260	8
Speech-Language Pathologist	E	28	200	7.5
Speech-Language Pathologist, Lead	E	28	260	8
STEM Science Specialist (Grant funded through FY28)	E	26	260	8
Strategic Communications and Engagement Manager	E	29	260	8
Student Support Tech (Behavior Support, Communications Support, Multiple Disabilities)	NE	15	183	7
Supervisor of School Nutrition Programs	E	29	260	8
Supervisor of School Safety & Emergency Management	E	28	260	8
Supervisor of Staffing & Retention	E	29	260	8
Supervisor of Benefits & Compensation	E	29	260	8
Systems Administrator	E	26	260	8
Systems Engineer	E	30	260	8
Technology Services & Training Supervisor	E	25	260	8
Technology Services & Training Specialist I	NE	18	260	8
Technology Services & Training Specialist II	NE	19	260	8
Tradesman/Carpenter	NE	15	260	8
Tradesman/Electrician	NE	19	260	8
Tradesman/HVAC Technician	NE	19	260	8
Tradesman/Plumber	NE	16	260	8
Transportation Area Supervisor	E	21	260	8
Transportation Manager	E	24	260	8
Transportation Operations Specialist – Lead	E	18	260	8

Position Title	FLSA Status	Grade	Days/Year	Hours/ Day
Transportation Operations Specialist	NE	16	260	8
Transportation Staffing Specialist	NE	17	260	8
Unified Communications Administrator	E	25	260	8
Van Driver	NE	9	182	6
Warehouse Material Handler	NE	9	260	8
Warehouse Technician	NE	13	260	8

Non-Licensed & Administrator Pay Schedule – Grade 7

Grade 7 Position Classification	Days/Year Hours/Day		180 2	180 6
School Cafeteria Worker – 07PH School Crossing Guard – 07LH	Steps	Hourly	07LH Annual	07PH Annual
	0	$14.6760	$5,340	$15,850
	1	$14.9330	$5,434	$16,127
	2	$15.1940	$5,529	$16,409
	3	$15.4594	$5,625	$16,696
	4	$15.7301	$5,724	$16,988
	5	$16.0052	$5,824	$17,285
	6	$16.2855	$5,926	$17,588
	7	$16.5704	$6,030	$17,896
	8	$16.8603	$6,135	$18,209
	9	$17.1552	$6,243	$18,527
	10	$17.4556	$6,352	$18,852
	11	$17.7609	$6,463	$19,181
	12	$18.0719	$6,576	$19,517
	13	$18.3879	$6,691	$19,859
	14	$18.7097	$6,808	$20,206
	15	$19.0370	$6,927	$20,560
	16	$19.3699	$7,048	$20,919
	17	$19.7088	$7,172	$21,285
	18	$20.0538	$7,297	$21,658
	19	$20.4048	$7,425	$22,037
	20	$20.7617	$7,555	$22,422
	21	$21.1253	$7,687	$22,815
	22	$21.4952	$7,822	$23,214
	23	$21.8717	$7,959	$23,621
	24	$22.2543	$8,098	$24,034
	25	$22.6435	$8,239	$24,455
	26	$23.0396	$8,384	$24,882
	27	$23.4429	$8,531	$25,318
	28	$23.8533	$8,680	$25,761
	29	$24.2705	$8,831	$26,212
	30	$24.6954	$8,986	$26,671

Non-Licensed & Administrator Pay Schedule – Grade 8

Grade 8 Position Classification	Days/Year Hours/Day		185 8	260 8
Custodian 185 Day – 08KH Custodian 260 Day - 08AH Custodian Tier 2 (2 steps) - 08KH Custodian Tier 2 (2 steps) - 08AH	Steps	Hourly	08KH Annual	08AH Annual
	0	$15.4099	$22,806	$32,053
	1	$15.6797	$23,205	$32,614
	2	$15.9543	$23,612	$33,185
	3	$16.2334	$24,024	$33,765
	4	$16.5173	$24,445	$34,356
	5	$16.8063	$24,872	$34,957
	6	$17.1008	$25,308	$35,570
	7	$17.4000	$25,751	$36,192
	8	$17.7044	$26,201	$36,825
	9	$18.0138	$26,659	$37,469
	10	$18.3293	$27,126	$38,125
	11	$18.6501	$27,601	$38,792
	12	$18.9769	$28,085	$39,472
	13	$19.3087	$28,576	$40,162
	14	$19.6463	$29,075	$40,864
	15	$19.9899	$29,584	$41,579
	16	$20.3399	$30,102	$42,307
	17	$20.6956	$30,628	$43,047
	18	$21.0578	$31,164	$43,800
	19	$21.4267	$31,710	$44,568
	20	$21.8019	$32,265	$45,348
	21	$22.1835	$32,830	$46,142
	22	$22.5718	$33,405	$46,949
	23	$22.9666	$33,989	$47,771
	24	$23.3687	$34,584	$48,607
	25	$23.7778	$35,190	$49,458
	26	$24.1940	$35,806	$50,324
	27	$24.6173	$36,432	$51,204
	28	$25.0479	$37,069	$52,100
	29	$25.4862	$37,718	$53,011
	30	$25.9322	$38,378	$53,939

Non-Licensed & Administrator Pay Schedule – Grade 9

Grade 9 Position Classification	Days/Year Hours/Day		182 6	260 8
Lead Custodian – 09AH Van Driver – 09KH Warehouse Material Handler – 09AH	Steps	Hourly	09KH Annual	09AH Annual
	0	$15.8746	$17,336	$33,019
	1	$16.1526	$17,640	$33,597
	2	$16.4352	$17,948	$34,185
	3	$16.7230	$18,263	$34,784
	4	$17.0156	$18,582	$35,393
	5	$17.3137	$18,908	$36,013
	6	$17.6169	$19,239	$36,643
	7	$17.9252	$19,576	$37,285
	8	$18.2387	$19,918	$37,937
	9	$18.5580	$20,267	$38,601
	10	$18.8830	$20,622	$39,277
	11	$19.2132	$20,982	$39,964
	12	$19.5497	$21,350	$40,663
	13	$19.8919	$21,723	$41,375
	14	$20.2402	$22,104	$42,100
	15	$20.5943	$22,491	$42,836
	16	$20.9549	$22,884	$43,586
	17	$21.3216	$23,285	$44,349
	18	$21.6949	$23,692	$45,125
	19	$22.0747	$24,107	$45,915
	20	$22.4608	$24,529	$46,718
	21	$22.8543	$24,959	$47,537
	22	$23.2546	$25,396	$48,370
	23	$23.6617	$25,841	$49,216
	24	$24.0757	$26,293	$50,078
	25	$24.4975	$26,753	$50,955
	26	$24.9262	$27,221	$51,847
	27	$25.3625	$27,698	$52,754
	28	$25.8064	$28,183	$53,677
	29	$26.2578	$28,676	$54,616
	30	$26.7170	$29,177	$55,571

Non-Licensed & Administrator Pay Schedule – Grade 10

Grade 10 Position Classification	Days/Year Hours/Day		260 8
Print Operations Assistant - 10AH	Steps	Hourly	10AH Annual
	0	$16.6679	$34,669
	1	$16.9595	$35,276
	2	$17.2564	$35,893
	3	$17.5585	$36,522
	4	$17.8656	$37,161
	5	$18.1779	$37,810
	6	$18.4961	$38,472
	7	$18.8200	$39,146
	8	$19.1497	$39,831
	9	$19.4847	$40,528
	10	$19.8259	$41,238
	11	$20.1726	$41,959
	12	$20.5260	$42,694
	13	$20.8853	$43,441
	14	$21.2512	$44,203
	15	$21.6232	$44,976
	16	$22.0017	$45,764
	17	$22.3871	$46,565
	18	$22.7785	$47,379
	19	$23.1769	$48,208
	20	$23.5825	$49,052
	21	$23.9953	$49,910
	22	$24.4149	$50,783
	23	$24.8424	$51,672
	24	$25.2771	$52,576
	25	$25.7190	$53,496
	26	$26.1695	$54,433
	27	$26.6275	$55,385
	28	$27.0938	$56,355
	29	$27.5681	$57,342
	30	$28.0502	$58,345

Non-Licensed & Administrator Pay Schedule – Grade 11

Grade 11 Position Classification	Days/Year Hours/Day		195 7.50	260 8
	Steps	Hourly	11HH Annual	11AH Annual
Administrative Associate – 11AH School Cafeteria Manager - 11HH	0	$17.8388	$26,090	$37,105
	1	$18.1509	$26,547	$37,754
	2	$18.4686	$27,011	$38,415
	3	$18.7918	$27,484	$39,087
	4	$19.1208	$27,965	$39,771
	5	$19.4555	$28,455	$40,467
	6	$19.7963	$28,953	$41,176
	7	$20.1426	$29,460	$41,897
	8	$20.4949	$29,975	$42,629
	9	$20.8538	$30,500	$43,376
	10	$21.2190	$31,034	$44,136
	11	$21.5900	$31,577	$44,907
	12	$21.9680	$32,129	$45,693
	13	$22.3527	$32,692	$46,494
	14	$22.7435	$33,264	$47,306
	15	$23.1414	$33,846	$48,134
	16	$23.5466	$34,438	$48,977
	17	$23.9586	$35,041	$49,834
	18	$24.3776	$35,654	$50,705
	19	$24.8042	$36,278	$51,593
	20	$25.2386	$36,913	$52,496
	21	$25.6805	$37,559	$53,415
	22	$26.1300	$38,217	$54,350
	23	$26.5870	$38,885	$55,301
	24	$27.0524	$39,566	$56,269
	25	$27.5260	$40,258	$57,254
	26	$28.0076	$40,963	$58,256
	27	$28.4974	$41,679	$59,275
	28	$28.9962	$42,409	$60,312
	29	$29.5035	$43,151	$61,367
	30	$30.0196	$43,905	$62,441

Non-Licensed & Administrator Pay Schedule – Grade 12

Grade 12 Position Classification	Days/Year Hours/Day		260 8
Head Custodian (Elem) - 12AH	Steps	Hourly	12AH Annual
	0	$18.7310	$38,960
	1	$19.0588	$39,642
	2	$19.3921	$40,336
	3	$19.7318	$41,042
	4	$20.0770	$41,760
	5	$20.4282	$42,491
	6	$20.7857	$43,234
	7	$21.1491	$43,990
	8	$21.5191	$44,760
	9	$21.8955	$45,543
	10	$22.2790	$46,340
	11	$22.6687	$47,151
	12	$23.0657	$47,977
	13	$23.4694	$48,816
	14	$23.8802	$49,671
	15	$24.2980	$50,540
	16	$24.7237	$51,425
	17	$25.1561	$52,325
	18	$25.5961	$53,240
	19	$26.0440	$54,172
	20	$26.4999	$55,120
	21	$26.9634	$56,084
	22	$27.4351	$57,065
	23	$27.9151	$58,063
	24	$28.4039	$59,080
	25	$28.9008	$60,114
	26	$29.4065	$61,166
	27	$29.9208	$62,235
	28	$30.4446	$63,325
	29	$30.9776	$64,433
	30	$31.5194	$65,560

Non-Licensed & Administrator Pay Schedule – Grade 13

Grade 13 Position Classification	Days/Year Hours/Day		260 8
	Steps	Hourly	13AH Annual
Head Custodian – Multiple Sites – 13AH Warehouse Technician – 13AH	0	$19.2954	$40,134
	1	$19.6330	$40,837
	2	$19.9764	$41,551
	3	$20.3261	$42,278
	4	$20.6816	$43,018
	5	$21.0434	$43,770
	6	$21.4114	$44,536
	7	$21.7865	$45,316
	8	$22.1677	$46,109
	9	$22.5557	$46,916
	10	$22.9501	$47,736
	11	$23.3517	$48,572
	12	$23.7605	$49,422
	13	$24.1763	$50,287
	14	$24.5996	$51,167
	15	$25.0301	$52,063
	16	$25.4681	$52,974
	17	$25.9137	$53,901
	18	$26.3674	$54,844
	19	$26.8293	$55,805
	20	$27.2989	$56,782
	21	$27.7765	$57,775
	22	$28.2630	$58,787
	23	$28.7574	$59,815
	24	$29.2602	$60,861
	25	$29.7724	$61,927
	26	$30.2934	$63,010
	27	$30.8233	$64,112
	28	$31.3624	$65,234
	29	$31.9114	$66,376
	30	$32.4703	$67,538

Non-Licensed & Administrator Pay Schedule – Grade 14

Grade 14 Position Classification	Days/Year Hours/Day		185 8	260 8
	Steps	Hourly	14KH Annual	14AH Annual
Preventative Maintenance Technician – 14AH School Security Officer – 14KH Warehouse Supervisor – 14AH	0	$20.2601	$29,984	$42,141
	1	$20.6141	$30,508	$42,877
	2	$20.9750	$31,042	$43,628
	3	$21.3421	$31,585	$44,392
	4	$21.7152	$32,137	$45,168
	5	$22.0951	$32,699	$45,958
	6	$22.4817	$33,271	$46,762
	7	$22.8750	$33,854	$47,580
	8	$23.2752	$34,446	$48,413
	9	$23.6825	$35,049	$49,260
	10	$24.0968	$35,662	$50,121
	11	$24.5183	$36,286	$50,998
	12	$24.9473	$36,920	$51,890
	13	$25.3838	$37,567	$52,798
	14	$25.8282	$38,224	$53,723
	15	$26.2801	$38,893	$54,663
	16	$26.7401	$39,574	$55,619
	17	$27.2081	$40,266	$56,593
	18	$27.6841	$40,971	$57,583
	19	$28.1686	$41,688	$58,591
	20	$28.6613	$42,417	$59,615
	21	$29.1624	$43,159	$60,658
	22	$29.6731	$43,914	$61,720
	23	$30.1923	$44,683	$62,800
	24	$30.7206	$45,465	$63,899
	25	$31.2578	$46,260	$65,016
	26	$31.8053	$47,070	$66,155
	27	$32.3616	$47,893	$67,312
	28	$32.9277	$48,731	$68,490
	29	$33.5044	$49,584	$69,689
	30	$34.0907	$50,452	$70,909

Non-Licensed & Administrator Pay Schedule – Grade 15

Grade 15 Position Classification	Days/Year Hours/Day		183 7	217 8	260 8
	Steps	Hourly	15LH Annual	15BH Annual	15AH Annual
Administrative Assistant – 15AH General Maintenance Technician – 15AH Print Operations Lead - 15AH Roofer – 15AH Student Support Tech - 15LH Tradesman/Carpenter - 15AH	0	$21.2730	$27,253	$36,928	$44,248
	1	$21.6451	$27,729	$37,574	$45,022
	2	$22.0240	$28,215	$38,232	$45,810
	3	$22.4093	$28,708	$38,901	$46,611
	4	$22.8015	$29,211	$39,582	$47,427
	5	$23.2005	$29,722	$40,274	$48,257
	6	$23.6066	$30,242	$40,979	$49,102
	7	$24.0194	$30,771	$41,696	$49,960
	8	$24.4399	$31,310	$42,426	$50,835
	9	$24.8677	$31,858	$43,168	$51,725
	10	$25.3027	$32,415	$43,923	$52,630
	11	$25.7456	$32,982	$44,692	$53,551
	12	$26.1962	$33,559	$45,474	$54,488
	13	$26.6544	$34,146	$46,270	$55,441
	14	$27.1208	$34,744	$47,080	$56,411
	15	$27.5958	$35,352	$47,904	$57,399
	16	$28.0788	$35,971	$48,743	$58,404
	17	$28.5702	$36,601	$49,596	$59,426
	18	$29.0702	$37,241	$50,464	$60,466
	19	$29.5790	$37,893	$51,347	$61,524
	20	$30.0963	$38,556	$52,245	$62,600
	21	$30.6230	$39,230	$53,159	$63,696
	22	$31.1586	$39,917	$54,089	$64,810
	23	$31.7041	$40,615	$55,036	$65,945
	24	$32.2589	$41,326	$55,999	$67,098
	25	$32.8232	$42,049	$56,978	$68,272
	26	$33.3976	$42,785	$57,976	$69,467
	27	$33.9821	$43,534	$58,990	$70,683
	28	$34.5769	$44,296	$60,023	$71,920
	29	$35.1821	$45,071	$61,073	$73,179
	30	$35.7976	$45,859	$62,142	$74,459

Non-Licensed & Administrator Pay Schedule – Grade 16

Grade 16 Position Classification	Days/Year Hours/Day		200 7.25	260 8
	Steps	Hourly	16FH Annual	16AH Annual
Occupational Therapist Assistant – 16FH Tradesman/Plumber - 16AH Transportation Operations Specialist – 16AH	0	$22.3363	$32,388	$46,459
	1	$22.7275	$32,955	$47,273
	2	$23.1253	$33,532	$48,101
	3	$23.5303	$34,119	$48,943
	4	$23.9418	$34,716	$49,799
	5	$24.3611	$35,324	$50,671
	6	$24.7872	$35,942	$51,557
	7	$25.2206	$36,570	$52,459
	8	$25.6623	$37,211	$53,377
	9	$26.1112	$37,862	$54,311
	10	$26.5683	$38,525	$55,262
	11	$27.0335	$39,199	$56,230
	12	$27.5068	$39,885	$57,214
	13	$27.9880	$40,583	$58,215
	14	$28.4775	$41,293	$59,233
	15	$28.9762	$42,016	$60,271
	16	$29.4832	$42,751	$61,325
	17	$29.9994	$43,500	$62,399
	18	$30.5243	$44,261	$63,490
	19	$31.0580	$45,035	$64,601
	20	$31.6019	$45,823	$65,732
	21	$32.1550	$46,625	$66,882
	22	$32.7178	$47,441	$68,053
	23	$33.2900	$48,271	$69,243
	24	$33.8730	$49,117	$70,456
	25	$34.4655	$49,976	$71,688
	26	$35.0684	$50,850	$72,942
	27	$35.6823	$51,740	$74,219
	28	$36.3064	$52,645	$75,517
	29	$36.9415	$53,566	$76,838
	30	$37.5883	$54,504	$78,184

Non-Licensed & Administrator Pay Schedule – Grade 17

Grade 17 Position Classification	Days/Year Hours/Day		183 7.25	185 7.25	260 8
Executive Assistant – 17AH Human Resources Operations Analyst - 17AH Interpreter-Transliterator-Non-VQAS – 17KH Oral Communication Facilitator – 17LH Transportation Staffing Specialist – 17AH	Steps	Hourly	17LH Annual	17KH Annual	17AH Annual
	0	$23.4537	$31,119	$31,459	$48,784
	1	$23.8645	$31,664	$32,010	$49,638
	2	$24.2818	$32,218	$32,570	$50,506
	3	$24.7069	$32,782	$33,140	$51,390
	4	$25.1393	$33,355	$33,720	$52,290
	5	$25.5790	$33,939	$34,310	$53,204
	6	$26.0269	$34,533	$34,911	$54,136
	7	$26.4822	$35,137	$35,522	$55,083
	8	$26.9457	$35,752	$36,143	$56,047
	9	$27.4170	$36,377	$36,775	$57,027
	10	$27.8972	$37,015	$37,420	$58,026
	11	$28.3851	$37,662	$38,074	$59,041
	12	$28.8820	$38,321	$38,741	$60,075
	13	$29.3872	$38,991	$39,418	$61,125
	14	$29.9018	$39,674	$40,108	$62,196
	15	$30.4249	$40,368	$40,810	$63,284
	16	$30.9569	$41,074	$41,524	$64,390
	17	$31.4985	$41,793	$42,250	$65,517
	18	$32.0499	$42,524	$42,990	$66,664
	19	$32.6107	$43,269	$43,742	$67,830
	20	$33.1817	$44,026	$44,508	$69,018
	21	$33.7621	$44,796	$45,287	$70,225
	22	$34.3529	$45,580	$46,079	$71,454
	23	$34.9544	$46,378	$46,886	$72,705
	24	$35.5657	$47,189	$47,706	$73,977
	25	$36.1881	$48,015	$48,541	$75,271
	26	$36.8217	$48,856	$49,390	$76,589
	27	$37.4657	$49,710	$50,254	$77,929
	28	$38.1216	$50,580	$51,134	$79,293
	29	$38.7887	$51,466	$52,029	$80,681
	30	$39.4674	$52,366	$52,939	$82,092

Non-Licensed & Administrator Pay Schedule – Grade 18

Grade 18 Position Classification	Days/Year Hours/Day		200 8	260 8
	Steps	Hourly	18FH Annual	18AA/H Annual
Accounts Payable & Procurement Coordinator – 18AH Computer Support Technician I – 18AH Executive Assistant – Impact Aid – 18AH Manager of School Food Services – 18FH Parts Coordinator – 18AH Roofing Technician – 18AH Service Technician I – 18AH Technology Services & Training Specialist I – 18AA Transportation Operations Specialist - Lead – 18AA	0	$24.6264	$39,404	$51,223
	1	$25.0575	$40,093	$52,121
	2	$25.4964	$40,796	$53,033
	3	$25.9427	$41,510	$53,961
	4	$26.3969	$42,237	$54,905
	5	$26.8584	$42,975	$55,866
	6	$27.3286	$43,727	$56,844
	7	$27.8068	$44,493	$57,839
	8	$28.2932	$45,271	$58,851
	9	$28.7881	$46,063	$59,879
	10	$29.2918	$46,869	$60,929
	11	$29.8044	$47,689	$61,995
	12	$30.3261	$48,524	$63,077
	13	$30.8566	$49,372	$64,182
	14	$31.3963	$50,236	$65,304
	15	$31.9458	$51,115	$66,449
	16	$32.5053	$52,010	$67,611
	17	$33.0741	$52,921	$68,794
	18	$33.6528	$53,847	$69,999
	19	$34.2422	$54,790	$71,223
	20	$34.8416	$55,749	$72,471
	21	$35.4514	$56,724	$73,740
	22	$36.0717	$57,717	$75,029
	23	$36.7026	$58,726	$76,342
	24	$37.3453	$59,755	$77,680
	25	$37.9989	$60,801	$79,035
	26	$38.6634	$61,864	$80,420
	27	$39.3400	$62,946	$81,828
	28	$40.0284	$64,048	$83,259
	29	$40.7292	$65,169	$84,716
	30	$41.4416	$66,309	$86,199

Non-Licensed & Administrator Pay Schedule – Grade 19

Grade 19 Position Classification	Days/Year Hours/Day		260 8
	Steps	Hourly	19AA/H Annual
Computer Support Technician II - 19AH Communications Associate - 19AH Executive Assistant to the Superintendent - 19AH Grant Accounting Analyst - 19AA Logistics Support Technician - 19AH Medicaid Program Coordinator - 19AA Payroll Coordinator - 19AH Records Manager - 19AA Service Technician II - 19AH Technology Services & Training Specialist II - 19AH Tradesman/HVAC Technician - 19AH Tradesman/Electrician - 19AH	0	$25.8592	$53,786
	1	$26.3115	$54,727
	2	$26.7716	$55,684
	3	$27.2404	$56,659
	4	$27.7174	$57,651
	5	$28.2024	$58,660
	6	$28.6957	$59,686
	7	$29.1977	$60,730
	8	$29.7088	$61,793
	9	$30.2289	$62,875
	10	$30.7573	$63,974
	11	$31.2948	$65,092
	12	$31.8434	$66,233
	13	$32.4002	$67,391
	14	$32.9670	$68,570
	15	$33.5439	$69,770
	16	$34.1310	$70,991
	17	$34.7271	$72,231
	18	$35.3348	$73,495
	19	$35.9541	$74,783
	20	$36.5839	$76,093
	21	$37.2233	$77,423
	22	$37.8743	$78,777
	23	$38.5378	$80,157
	24	$39.2113	$81,558
	25	$39.8983	$82,987
	26	$40.5955	$84,437
	27	$41.3066	$85,916
	28	$42.0292	$87,419
	29	$42.7643	$88,948
	30	$43.5128	$90,505

Non-Licensed & Administrator Pay Schedule – Grade 20

Grade 20 Position Classification	Days/Year Hours/Day		183 7	185 7.25	200 8	260 8
Accounting Analyst / Workers' Compensation Coordinator – 20AA Interpreter-Transliterator-VQAS Level 1 – 20KH Physical Therapy Assistant – 20FH Registered Behavior Technician - 20LH	Steps	Hourly	20LH Annual	20KH Annual	20FH Annual	20AA Annual
	0	$27.1513	$34,782	$36,419	$43,444	$56,475
	1	$27.6260	$35,391	$37,056	$44,203	$57,462
	2	$28.1094	$36,010	$37,704	$44,977	$58,467
	3	$28.6017	$36,641	$38,365	$45,764	$59,493
	4	$29.1024	$37,282	$39,036	$46,566	$60,532
	5	$29.6117	$37,934	$39,719	$47,381	$61,592
	6	$30.1296	$38,598	$40,414	$48,209	$62,670
	7	$30.6569	$39,273	$41,121	$49,053	$63,764
	8	$31.1931	$39,960	$41,840	$49,911	$64,882
	9	$31.7391	$40,660	$42,573	$50,784	$66,018
	10	$32.2943	$41,371	$43,318	$51,673	$67,173
	11	$32.8595	$42,095	$44,076	$52,577	$68,347
	12	$33.4344	$42,832	$44,847	$53,497	$69,544
	13	$34.0194	$43,581	$45,632	$54,433	$70,759
	14	$34.6149	$44,344	$46,430	$55,386	$71,998
	15	$35.2205	$45,120	$47,243	$56,355	$73,257
	16	$35.8368	$45,909	$48,069	$57,341	$74,540
	17	$36.4638	$46,712	$48,910	$58,344	$75,846
	18	$37.1018	$47,530	$49,766	$59,365	$77,171
	19	$37.7512	$48,362	$50,637	$60,404	$78,522
	20	$38.4122	$49,208	$51,524	$61,462	$79,898
	21	$39.0844	$50,069	$52,426	$62,537	$81,295
	22	$39.7683	$50,946	$53,343	$63,632	$82,716
	23	$40.4642	$51,837	$54,276	$64,745	$84,166
	24	$41.1723	$52,744	$55,226	$65,878	$85,637
	25	$41.8931	$53,668	$56,193	$67,032	$87,137
	26	$42.6263	$54,607	$57,176	$68,205	$88,662
	27	$43.3722	$55,562	$58,177	$69,398	$90,214
	28	$44.1314	$56,535	$59,195	$70,613	$91,793
	29	$44.9037	$57,524	$60,231	$71,849	$93,400
	30	$45.6896	$58,531	$61,285	$73,106	$95,035

Non-Licensed & Administrator Pay Schedule – Grade 21

Grade 21 Position Classification	Days/Year Hours/Day		190 7.25	260 8
	Steps	Hourly	21JH Annual	21AA/H Annual
Career Coach - 21AH	0	$28.5086	$39,271	$59,297
Computer Support Area Supervisor - 21AA	1	$29.0075	$39,958	$60,336
Custodial Services Area Supervisor 21AA	2	$29.5152	$40,657	$61,393
Grant Accounting Analyst II - 21AA	3	$30.0318	$41,369	$62,468
Health Services Provider - LPN – 21JH	4	$30.5574	$42,093	$63,560
Lead Logistics Support Technician - 21AH	5	$31.0921	$42,829	$64,671
Master Carpenter - 21AH	6	$31.6364	$43,579	$65,804
Master Electrician - 21AH	7	$32.1899	$44,342	$66,953
Master HVAC Technician - 21AH	8	$32.7534	$45,118	$68,126
Master Plumber - 21AH	9	$33.3264	$45,905	$69,318
Master Service Technician - 21AH	10	$33.9097	$46,711	$70,532
Multi-Trade Technician - 21AH	11	$34.5029	$47,528	$71,765
Transportation Area Supervisor -21AA	12	$35.1070	$48,360	$73,022
	13	$35.7214	$49,206	$74,301
	14	$36.3445	$50,065	$75,601
	15	$36.9829	$50,944	$76,924
	16	$37.6301	$51,835	$78,271
	17	$38.2887	$52,743	$79,643
	18	$38.9588	$53,666	$81,035
	19	$39.6406	$54,605	$82,451
	20	$40.3341	$55,560	$83,897
	21	$41.0397	$56,532	$85,363
	22	$41.7579	$57,521	$86,855
	23	$42.4890	$58,529	$88,378
	24	$43.2325	$59,553	$89,924
	25	$43.9894	$60,595	$91,498
	26	$44.7596	$61,656	$93,100
	27	$45.5427	$62,735	$94,727
	28	$46.3398	$63,833	$96,388
	29	$47.1505	$64,950	$98,072
	30	$47.9757	$66,087	$99,790

Non-Licensed & Administrator Pay Schedule – Grade 22

Grade 22 Position Classification	Days/Year Hours/Day		183 7	185 7.25	260 8
	Steps	Hourly	22LH Annual	22KH Annual	22AA Annual
Registered Behavior Technician – Lead – 22LH Budget and Financial Analyst – Revenue – 22AA Interpreter-Transliterator-VQAS Lv12;NAD3;TSC:1 – 22KH	0	$29.9339	$38,347	$40,145	$62,261
	1	$30.4577	$39,018	$40,847	$63,353
	2	$30.9904	$39,701	$41,562	$64,458
	3	$31.5325	$40,395	$42,289	$65,586
	4	$32.0842	$41,102	$43,029	$66,734
	5	$32.6458	$41,821	$43,782	$67,902
	6	$33.2170	$42,553	$44,548	$69,091
	7	$33.7984	$43,298	$45,328	$70,300
	8	$34.3897	$44,055	$46,121	$71,530
	9	$34.9914	$44,826	$46,928	$72,782
	10	$35.6037	$45,610	$47,749	$74,056
	11	$36.2268	$46,409	$48,585	$75,352
	12	$36.8605	$47,221	$49,434	$76,670
	13	$37.5055	$48,047	$50,299	$78,010
	14	$38.1617	$48,888	$51,179	$79,376
	15	$38.8296	$49,743	$52,075	$80,765
	16	$39.5089	$50,613	$52,986	$82,178
	17	$40.2002	$51,499	$53,913	$83,615
	18	$40.9035	$52,400	$54,857	$85,080
	19	$41.6195	$53,317	$55,817	$86,570
	20	$42.3478	$54,250	$56,793	$88,083
	21	$43.0891	$55,200	$57,788	$89,626
	22	$43.8433	$56,166	$58,799	$91,194
	23	$44.6102	$57,148	$59,828	$92,789
	24	$45.3909	$58,148	$60,875	$94,414
	25	$46.1853	$59,166	$61,940	$96,066
	26	$46.9938	$60,202	$63,024	$97,747
	27	$47.8161	$61,255	$64,127	$99,457
	28	$48.6527	$62,327	$65,249	$101,199
	29	$49.5042	$63,418	$66,391	$102,969
	30	$50.3708	$64,528	$67,553	$104,771

Non-Licensed & Administrator Pay Schedule – Grade 23

Grade 23 Position Classification	Days/Year Hours/Day		260 8
Personnel Specialist – Staffing - 23AH	Steps	Hourly	23AA Annual
	0	$31.4314	$65,376
	1	$31.9814	$66,520
	2	$32.5410	$67,684
	3	$33.1107	$68,869
	4	$33.6911	$70,076
	5	$34.2800	$71,301
	6	$34.8795	$72,548
	7	$35.4911	$73,820
	8	$36.1113	$75,110
	9	$36.7445	$76,427
	10	$37.3872	$77,764
	11	$38.0411	$79,124
	12	$38.7070	$80,509
	13	$39.3844	$81,918
	14	$40.0734	$83,351
	15	$40.7753	$84,811
	16	$41.4892	$86,296
	17	$42.2138	$87,803
	18	$42.9532	$89,341
	19	$43.7047	$90,904
	20	$44.4701	$92,496
	21	$45.2480	$94,114
	22	$46.0393	$95,760
	23	$46.8456	$97,437
	24	$47.6663	$99,144
	25	$48.5004	$100,879
	26	$49.3490	$102,644
	27	$50.2125	$104,440
	28	$51.0899	$106,265
	29	$51.9847	$108,126
	30	$52.8943	$110,018

Non-Licensed & Administrator Pay Schedule – Grade 24

Grade 24 Position Classification	Days/Year Hours/Day		185 7.25	260 8
	Steps	Hourly	24KH Annual	24AA/H Annual
Budget and Financial Analyst II - 24AA HVACR Supervisor – 24AH Interpreter-Transliterator-VQAS Level 3 or 4; NAD 4 or 5; RID IC or TC; TSC:2,3 or 4 – 24KH Math Coach – 12 Months – 24AA Personnel Specialist Licensure, Recruiting and Retention – 24AA Transportation Manager - 24AA	0	$33.0023	$44,267	$68,647
	1	$33.5800	$45,042	$69,847
	2	$34.1676	$45,830	$71,069
	3	$34.7653	$46,632	$72,311
	4	$35.3739	$47,449	$73,578
	5	$35.9929	$48,279	$74,864
	6	$36.6229	$49,124	$76,174
	7	$37.2638	$49,983	$77,509
	8	$37.9161	$50,858	$78,865
	9	$38.5797	$51,748	$80,247
	10	$39.2551	$52,654	$81,651
	11	$39.9418	$53,576	$83,078
	12	$40.6407	$54,513	$84,532
	13	$41.3521	$55,467	$86,012
	14	$42.0757	$56,438	$87,516
	15	$42.8118	$57,425	$89,049
	16	$43.5612	$58,430	$90,608
	17	$44.3238	$59,453	$92,193
	18	$45.0994	$60,494	$93,806
	19	$45.8885	$61,552	$95,449
	20	$46.6917	$62,629	$97,119
	21	$47.5088	$63,725	$98,818
	22	$48.3403	$64,841	$100,548
	23	$49.1861	$65,975	$102,306
	24	$50.0469	$67,130	$104,099
	25	$50.9225	$68,304	$105,920
	26	$51.8137	$69,500	$107,774
	27	$52.7206	$70,716	$109,659
	28	$53.6430	$71,953	$111,578
	29	$54.5819	$73,213	$113,531
	30	$55.5369	$74,494	$115,517

Non-Licensed & Administrator Pay Schedule – Grade 25

Grade 25 Position Classification	Days/Year Hours/Day		190 7.25	200 7.5	260 7.5	260 8
Athletic Directors – High School – 25SA Behavior Interventionist – 25RA Behavior Support Specialist – 25AA Benefits Program Specialist – 25AA Business Analyst – 25AA Facility & Energy Sustainability Analyst – 25AA Health Services Provider R.N. - 25JA School Counseling Director, Middle School – 25AA Technology Services & Training Supervisor – 25AA Unified Communications Administrator - 25AA	Steps	Hourly	25JA Annual	25RA Annual	25SA Annual	25AA/H Annual
	0	$34.6538	$47,735	$51,979	$67,574	$72,077
	1	$35.2593	$48,571	$52,890	$68,758	$73,341
	2	$35.8759	$49,420	$53,815	$69,960	$74,622
	3	$36.5041	$50,285	$54,756	$71,184	$75,928
	4	$37.1428	$51,166	$55,715	$72,431	$77,259
	5	$37.7931	$52,061	$56,691	$73,698	$78,610
	6	$38.4552	$52,973	$57,682	$74,989	$79,986
	7	$39.1276	$53,899	$58,690	$76,300	$81,385
	8	$39.8124	$54,842	$59,719	$77,635	$82,809
	9	$40.5097	$55,801	$60,763	$78,992	$84,256
	10	$41.2172	$56,778	$61,826	$80,375	$85,732
	11	$41.9393	$57,773	$62,909	$81,784	$87,235
	12	$42.6738	$58,783	$64,011	$83,214	$88,760
	13	$43.4193	$59,813	$65,130	$84,671	$90,314
	14	$44.1800	$60,857	$66,269	$86,150	$91,892
	15	$44.9517	$61,923	$67,429	$87,659	$93,501
	16	$45.7393	$63,006	$68,611	$89,192	$95,136
	17	$46.5393	$64,110	$69,808	$90,754	$96,802
	18	$47.3538	$65,231	$71,032	$92,342	$98,496
	19	$48.1828	$66,373	$72,273	$93,958	$100,220
	20	$49.0255	$67,534	$73,539	$95,602	$101,973
	21	$49.8834	$68,716	$74,826	$97,275	$103,757
	22	$50.7559	$69,918	$76,134	$98,976	$105,573
	23	$51.6448	$71,141	$77,467	$100,708	$107,420
	24	$52.5483	$72,387	$78,822	$102,471	$109,300
	25	$53.4669	$73,654	$80,203	$104,265	$111,214
	26	$54.4034	$74,942	$81,605	$106,088	$113,158
	27	$55.3559	$76,253	$83,033	$107,944	$115,139
	28	$56.3234	$77,587	$84,486	$109,833	$117,153
	29	$57.3103	$78,946	$85,966	$111,756	$119,204
	30	$58.3117	$80,328	$87,470	$113,713	$121,291

Non-Licensed & Administrator Pay Schedule – Grade 26

Grade 26 Position Classification	Days/Year Hours/Day		260 8
	Steps	Hourly	26AA Annual
CTE Instructional Specialist –26AA Language Specialist (Grant Funded) - 26AA Manager of Building Maintenance – 26AA Manager of Vehicle Maintenance – 26AA Occupational Safety/Regulatory Compliance Specialist – 26AA Online Learning Specialist - 26AA STEM Science Specialist (Grant Funded) - 26AA Systems Administrator - 26AA	0	$36.3856	$75,682
	1	$37.0226	$77,007
	2	$37.6697	$78,353
	3	$38.3293	$79,725
	4	$39.0010	$81,122
	5	$39.6832	$82,541
	6	$40.3774	$83,985
	7	$41.0832	$85,453
	8	$41.8029	$86,950
	9	$42.5341	$88,471
	10	$43.2784	$90,019
	11	$44.0370	$91,597
	12	$44.8067	$93,198
	13	$45.5909	$94,829
	14	$46.3880	$96,487
	15	$47.2000	$98,176
	16	$48.0269	$99,896
	17	$48.8673	$101,644
	18	$49.7221	$103,422
	19	$50.5928	$105,233
	20	$51.4779	$107,074
	21	$52.3789	$108,948
	22	$53.2952	$110,854
	23	$54.2279	$112,794
	24	$55.1764	$114,767
	25	$56.1428	$116,777
	26	$57.1255	$118,821
	27	$58.1250	$120,900
	28	$59.1418	$123,015
	29	$60.1755	$125,165
	30	$61.2303	$127,359

Non-Licensed & Administrator Pay Schedule – Grade 27

Grade 27 Position Classification	Days/Year Hours/Day		185 7.25	260 8
	Steps	Hourly	27KH Annual	27AA Annual
Business Analyst, Senior - 27AA Coordinator of Attendance & Student Support - 27AA Coordinator of Enrollment & Residency -27AA Coordinator of Health Services - 27AA Coordinator of Grants & Instructional Engagement – 27AA Grant Coordinator / Writer - 27AA Interpreter-Transliterator-RID CI or CT - 27KH Network Services Engineer - 27AA Programmer Analyst - 27AA Project Manager for Capital Plans & Projects - 27AA School Counseling Director, High School-27AA	0	$38.2049	$51,246	$79,466
	1	$38.8732	$52,142	$80,855
	2	$39.5536	$53,055	$82,271
	3	$40.2457	$53,983	$83,711
	4	$40.9502	$54,928	$85,176
	5	$41.6668	$55,889	$86,667
	6	$42.3959	$56,867	$88,184
	7	$43.1379	$57,863	$89,727
	8	$43.8931	$58,876	$91,299
	9	$44.6613	$59,906	$92,895
	10	$45.4428	$60,954	$94,521
	11	$46.2382	$62,021	$96,176
	12	$47.0474	$63,107	$97,857
	13	$47.8706	$64,211	$99,569
	14	$48.7084	$65,335	$101,313
	15	$49.5606	$66,478	$103,086
	16	$50.4276	$67,641	$104,890
	17	$51.3102	$68,824	$106,724
	18	$52.2082	$70,029	$108,594
	19	$53.1217	$71,254	$110,493
	20	$54.0515	$72,501	$112,426
	21	$54.9971	$73,770	$114,393
	22	$55.9596	$75,061	$116,396
	23	$56.9384	$76,374	$118,433
	24	$57.9347	$77,710	$120,504
	25	$58.9490	$79,071	$122,614
	26	$59.9807	$80,454	$124,760
	27	$61.0306	$81,863	$126,943
	28	$62.0986	$83,295	$129,164
	29	$63.1854	$84,753	$131,426
	30	$64.2915	$86,237	$133,726

Non-Licensed & Administrator Pay Schedule – Grade 28

Grade 28 Position Classification	Days/Year Hours/Day		200 7.5	200 8	205 7.5	210 7.5	260 8
Assistant Principal – Elem/Middle - 28AA Board Certified Behavior Analyst - 28FA Board Certified Behavior Analyst – Lead – 28AA Building Automation System Specialist 28AA Coordinator of: (28AA) • Arts and Physical Education • Career Development • English & Language Arts • Educational Technology • History & Social Sciences • Mathematics (K-12) • Multilingual Learners & World Language • School Counseling • Science (K-12) • Special Education • Testing and Accountability • Virtual Learning Indoor Air Quality Technician – 28AA Information Technology Project Manager – 28AA Network Services Engineer, Senior – 28AA Occupational Therapist (200 day) - 28FA Occupational Therapist (260 day) - 28AA Physical Therapist (200 day) - 28FA Physical Therapist (260 day) - 28AA Programmer Analyst, Senior – 28AA School Psychologist (hired on or after 7/1/2013) -28EA School Psychologist (before 7/1/2013) - 28DA School Psychologist, Lead - 28AA Social Worker, Lead – 28AA Speech-Language Pathologist - 28RA Speech-Language Pathologist, Lead – 28AA Supervisor of School Safety & Emergency Management – 28AA	Steps	Hourly	28RA/S Annual	28FA Annual	28EA/S Annual	28DA/S Annual	28AA Annual
	0	$40.1140	$60,171	$64,183	$61,675	$63,181	$83,440
	1	$40.8167	$61,225	$65,308	$62,756	$64,288	$84,898
	2	$41.5313	$62,297	$66,451	$63,855	$65,410	$86,385
	3	$42.2587	$63,388	$67,613	$64,973	$66,557	$87,899
	4	$42.9980	$64,497	$68,797	$66,109	$67,721	$89,436
	5	$43.5187	$65,278	$70,000	$67,265	$68,907	$90,999
	6	$44.5160	$66,774	$71,224	$68,442	$70,113	$92,591
	7	$45.2940	$67,941	$72,472	$69,640	$71,338	$94,213
	8	$46.0880	$69,132	$73,740	$70,859	$72,588	$95,860
	9	$46.8947	$70,342	$75,030	$72,100	$73,857	$97,540
	10	$47.7133	$71,570	$76,343	$73,361	$75,151	$99,245
	11	$48.5493	$72,824	$77,681	$74,644	$76,464	$100,983
	12	$49.3973	$74,096	$79,036	$75,952	$77,804	$102,750
	13	$50.2640	$75,396	$80,422	$77,281	$79,167	$104,550
	14	$51.1433	$76,715	$81,830	$78,635	$80,552	$106,380
	15	$52.0387	$78,058	$83,262	$80,011	$81,962	$108,242
	16	$52.9493	$79,424	$84,718	$81,409	$83,395	$110,134
	17	$53.8760	$80,814	$86,203	$82,835	$84,855	$112,064
	18	$54.8187	$82,228	$87,711	$84,284	$86,340	$114,023
	19	$55.7787	$83,668	$89,247	$85,760	$87,853	$116,022
	20	$56.7540	$85,131	$90,807	$87,261	$89,388	$118,050
	21	$57.7473	$86,621	$92,397	$88,788	$90,952	$120,115
	22	$58.7587	$88,138	$94,015	$90,342	$92,546	$122,218
	23	$59.7880	$89,682	$95,659	$91,924	$94,165	$124,356
	24	$60.8327	$91,249	$97,335	$93,530	$95,815	$126,533
	25	$61.8987	$92,848	$99,037	$95,168	$97,488	$128,748
	26	$62.9813	$94,472	$100,771	$96,834	$99,196	$131,002
	27	$64.0820	$96,123	$102,533	$98,528	$100,930	$133,293
	28	$65.2047	$97,807	$104,327	$100,251	$102,696	$135,625
	29	$66.3453	$99,518	$106,154	$102,007	$104,495	$137,998
	30	$67.5060	$101,25	$108,010	$103,792	$106,323	$140,413

Non-Licensed & Administrator Pay Schedule – Grade 29

Grade 29 Position Classification	Days/Year Hours/Day		260 8
	Steps	Hourly	29AA Annual
Assistant Principal, High School	0	$42.1220	$87,612
Budget and Financial Supervisor	1	$42.8590	$89,145
Digital Services & Applications Dev. Mgr.	2	$43.6090	$90,705
Payroll Supervisor	3	$44.3720	$92,292
Strategic Communications & Engagement Manager	4	$45.1494	$93,909
Supervisor of Benefits and Compensation	5	$45.9388	$95,551
Supervisor of School Nutrition Programs	6	$46.7427	$97,223
Supervisor of Staffing & Retention	7	$47.5615	$98,926
	8	$48.3932	$100,656
	9	$49.2404	$102,418
	10	$50.1019	$104,210
	11	$50.9793	$106,035
	12	$51.8712	$107,890
	13	$52.7798	$109,780
	14	$53.7025	$111,699
	15	$54.6419	$113,653
	16	$55.5987	$115,643
	17	$56.5708	$117,665
	18	$57.5617	$119,726
	19	$58.5685	$121,820
	20	$59.5930	$123,951
	21	$60.6358	$126,120
	22	$61.6978	$128,329
	23	$62.7762	$130,572
	24	$63.8757	$132,859
	25	$64.9931	$135,183
	26	$66.1311	$137,550
	27	$67.2878	$139,956
	28	$68.4652	$142,405
	29	$69.6638	$144,898
	30	$70.8831	$147,434

Non-Licensed & Administrator Pay Schedule – Grade 30

Grade 30 Position Classification	Days/Year Hours/Day		260 8
	Steps	Hourly	30AA Annual
Assistant Manager of Applications Support	0	$44.2273	$91,991
Assistant Manager of Endpoint & Academic Technology Support	1	$45.0013	$93,601
	2	$45.7894	$95,240
Coordinator of Advanced Learning	3	$46.5899	$96,905
Systems Engineer	4	$47.4057	$98,602
	5	$48.2360	$100,329
	6	$49.0788	$102,082
	7	$49.9380	$103,869
	8	$50.8125	$105,688
	9	$51.7020	$107,538
	10	$52.6063	$109,419
	11	$53.5270	$111,334
	12	$54.4640	$113,283
	13	$55.4160	$115,263
	14	$56.3857	$117,280
	15	$57.3728	$119,333
	16	$58.3766	$121,421
	17	$59.3983	$123,546
	18	$60.4372	$125,707
	19	$61.4954	$127,908
	20	$62.5714	$130,146
	21	$63.6661	$132,423
	22	$64.7811	$134,742
	23	$65.9143	$137,099
	24	$67.0672	$139,497
	25	$68.2408	$141,938
	26	$69.4365	$144,425
	27	$70.6518	$146,953
	28	$71.8874	$149,523
	29	$73.1447	$152,138
	30	$74.4255	$154,802

Non-Licensed & Administrator Pay Schedule – Grade 31

Grade 31 Position Classification	Days/Year Hours/Day		260 8
	Steps	Hourly	31AA Annual
Principal, Elementary Principal, York River Academy	0	$46.4399	$96,593
	1	$47.2519	$98,282
	2	$48.0788	$100,002
	3	$48.9202	$101,752
	4	$49.7764	$103,533
	5	$50.6476	$105,345
	6	$51.5342	$107,189
	7	$52.4361	$109,065
	8	$53.3539	$110,974
	9	$54.2866	$112,914
	10	$55.2371	$114,891
	11	$56.2035	$116,901
	12	$57.1867	$118,946
	13	$58.1881	$121,029
	14	$59.2064	$123,147
	15	$60.2416	$125,300
	16	$61.2959	$127,493
	17	$62.3695	$129,726
	18	$63.4609	$131,996
	19	$64.5709	$134,305
	20	$65.7013	$136,656
	21	$66.8513	$139,048
	22	$68.0201	$141,479
	23	$69.2109	$143,956
	24	$70.4225	$146,476
	25	$71.6548	$149,039
	26	$72.9082	$151,646
	27	$74.1841	$154,300
	28	$75.4827	$157,001
	29	$76.8029	$159,747
	30	$78.1476	$162,544

Non-Licensed & Administrator Pay Schedule – Grade 32

Grade 32 Position Classification	Days/Year Hours/Day		260 8
	Steps	Hourly	32AA Annual
Accounting and Finance Manager Manager of Applications Support Manager of Cybersecurity & Network Operations Manager of Endpoint & Academic Technology Support Manager of Enterprise Systems & Logistics Operations	0	$48.7606	$101,420
	1	$49.6144	$103,196
	2	$50.4827	$105,002
	3	$51.3659	$106,839
	4	$52.2649	$108,709
	5	$53.1794	$110,611
	6	$54.1102	$112,547
	7	$55.0564	$114,515
	8	$56.0208	$116,521
	9	$57.0006	$118,559
	10	$57.9987	$120,635
	11	$59.0132	$122,745
	12	$60.0454	$124,892
	13	$61.0973	$127,080
	14	$62.1651	$129,301
	15	$63.2536	$131,565
	16	$64.3613	$133,869
	17	$65.4864	$136,209
	18	$66.6335	$138,595
	19	$67.7989	$141,019
	20	$68.9859	$143,488
	21	$70.1937	$146,000
	22	$71.4216	$148,554
	23	$72.6702	$151,151
	24	$73.9428	$153,798
	25	$75.2375	$156,491
	26	$76.5539	$159,229
	27	$77.8933	$162,015
	28	$79.2568	$164,851
	29	$80.6429	$167,734
	30	$82.0549	$170,671

Non-Licensed & Administrator Pay Schedule – Grade 33

Grade 33 Position Classification	Days/Year Hours/Day		260 8
	Steps	Hourly	33AA Annual
Associate Director of: • Capital Plans and Projects • Elementary Instruction and Academic Programs • Human Resources • Secondary Instruction and Academic Programs • Special Education • Student Services – Elementary • Student Services – Secondary Principal, Middle School	0	$51.1990	$106,492
	1	$52.0953	$108,356
	2	$53.0073	$110,253
	3	$53.9342	$112,181
	4	$54.8790	$114,146
	5	$55.8386	$116,142
	6	$56.8155	$118,174
	7	$57.8102	$120,243
	8	$58.8223	$122,348
	9	$59.8512	$124,488
	10	$60.8987	$126,667
	11	$61.9652	$128,885
	12	$63.0483	$131,138
	13	$64.1517	$133,433
	14	$65.2753	$135,770
	15	$66.4167	$138,144
	16	$67.5782	$140,560
	17	$68.7619	$143,022
	18	$69.9658	$145,526
	19	$71.1898	$148,072
	20	$72.4351	$150,662
	21	$73.7038	$153,301
	22	$74.9932	$155,983
	23	$76.3058	$158,713
	24	$77.6405	$161,489
	25	$78.9996	$164,316
	26	$80.3814	$167,190
	27	$81.7886	$170,117
	28	$83.2209	$173,096
	29	$84.6776	$176,126
	30	$86.1589	$179,207

Non-Licensed & Administrator Pay Schedule – Grade 34

Grade 34 Position Classification	Days/Year Hours/Day		260 8
	Steps	Hourly	34AA Annual
Principal, High School	0	$53.7597	$111,818
	1	$54.7001	$113,774
	2	$55.6568	$115,764
	3	$56.6304	$117,789
	4	$57.6218	$119,851
	5	$58.6300	$121,948
	6	$59.6569	$124,084
	7	$60.7002	$126,254
	8	$61.7627	$128,464
	9	$62.8430	$130,711
	10	$63.9421	$132,997
	11	$65.0618	$135,326
	12	$66.2008	$137,695
	13	$67.3595	$140,105
	14	$68.5388	$142,558
	15	$69.7384	$145,053
	16	$70.9586	$147,591
	17	$72.2004	$150,174
	18	$73.4635	$152,801
	19	$74.7486	$155,474
	20	$76.0568	$158,195
	21	$77.3885	$160,965
	22	$78.7429	$163,782
	23	$80.1208	$166,648
	24	$81.5232	$169,565
	25	$82.9497	$172,532
	26	$84.4011	$175,551
	27	$85.8791	$178,625
	28	$87.3805	$181,748
	29	$88.9099	$184,929
	30	$90.4662	$188,166

Non-Licensed & Administrator Pay Schedule – Grade 35

Grade 35 Position Classification	Days/Year Hours/Day		260 8
Director of: • Curriculum and Instruction • Information Technology • Maintenance and Facilities Support • School Leadership • Special Education • Student Services • Transportation	**Steps**	**Hourly**	**35AA Annual**
	0	$56.4466	$117,409
	1	$57.4332	$119,461
	2	$58.4389	$121,553
	3	$59.4615	$123,680
	4	$60.5014	$125,843
	5	$61.5606	$128,046
	6	$62.6385	$130,288
	7	$63.7332	$132,565
	8	$64.8490	$134,886
	9	$65.9837	$137,246
	10	$67.1375	$139,646
	11	$68.3130	$142,091
	12	$69.5087	$144,578
	13	$70.7245	$147,107
	14	$71.9625	$149,682
	15	$73.2221	$152,302
	16	$74.5029	$154,966
	17	$75.8067	$157,678
	18	$77.1337	$160,438
	19	$78.4837	$163,246
	20	$79.8577	$166,104
	21	$81.2548	$169,010
	22	$82.6764	$171,967
	23	$84.1231	$174,976
	24	$85.5962	$178,040
	25	$87.0942	$181,156
	26	$88.6178	$184,325
	27	$90.1697	$187,553
	28	$91.7466	$190,833
	29	$93.3519	$194,172
	30	$94.9865	$197,572

Instructional Para Educator Schedule

Tier 1			Tier 2		
Days/Year Hours/Day		183 7	Days/Year Hours/Day		183 7
Steps	Hourly	IP1H Annual	Steps	Hourly	IP2H Annual
0	$16.3171	$20,903	0	$17.1334	$21,949
1	$16.6029	$21,269	1	$17.4332	$22,333
2	$16.8938	$21,642	2	$17.7381	$22,724
3	$17.1892	$22,020	3	$18.0488	$23,122
4	$17.4897	$22,405	4	$18.3647	$23,526
5	$17.7959	$22,798	5	$18.6865	$23,938
6	$18.1075	$23,197	6	$19.0137	$24,358
7	$18.4244	$23,603	7	$19.3464	$24,784
8	$18.7467	$24,016	8	$19.6850	$25,218
9	$19.0743	$24,435	9	$20.0294	$25,659
10	$19.4084	$24,863	10	$20.3802	$26,108
11	$19.7482	$25,299	11	$20.7367	$26,565
12	$20.0939	$25,742	12	$21.0997	$27,030
13	$20.4455	$26,192	13	$21.4690	$27,503
14	$20.8029	$26,650	14	$21.8449	$27,985
15	$21.1668	$27,116	15	$22.2271	$28,474
16	$21.5373	$27,591	16	$22.6163	$28,973
17	$21.9140	$28,073	17	$23.0122	$29,480
18	$22.2978	$28,565	18	$23.4151	$29,996
19	$22.6882	$29,065	19	$23.8248	$30,521
20	$23.0855	$29,574	20	$24.2418	$31,055
21	$23.4895	$30,091	21	$24.6664	$31,599
22	$23.9005	$30,618	22	$25.0984	$32,153
23	$24.3189	$31,154	23	$25.5377	$32,715
24	$24.7446	$31,699	24	$25.9845	$33,288
25	$25.1776	$32,254	25	$26.4396	$33,871
26	$25.6182	$32,819	26	$26.9024	$34,464
27	$26.0665	$33,393	27	$27.3733	$35,067
28	$26.5223	$33,977	28	$27.8524	$35,681
29	$26.9867	$34,572	29	$28.3396	$36,305
30	$27.4589	$35,176	30	$28.8354	$36,940

Instructional Associate Pay Schedule

Tier 1			Tier 2		
Days/Year Hours/Day		185 7.5	Days/Year Hours/Day		185 7.5
Steps	Hourly	IA1H Annual	Steps	Hourly	IA2H Annual
0	$16.8047	$23,317	0	$17.6442	$24,482
1	$17.0988	$23,725	1	$17.9528	$24,910
2	$17.3978	$24,140	2	$18.2672	$25,346
3	$17.7025	$24,563	3	$18.5869	$25,790
4	$18.0124	$24,993	4	$18.9121	$26,241
5	$18.3280	$25,431	5	$19.2428	$26,700
6	$18.6490	$25,876	6	$19.5796	$27,168
7	$18.9752	$26,329	7	$19.9224	$27,643
8	$19.3074	$26,790	8	$20.2713	$28,127
9	$19.6452	$27,258	9	$20.6263	$28,620
10	$19.9893	$27,736	10	$20.9871	$29,121
11	$20.3389	$28,221	11	$21.3545	$29,630
12	$20.6949	$28,715	12	$21.7284	$30,149
13	$21.0572	$29,218	13	$22.1088	$30,677
14	$21.4258	$29,729	14	$22.4961	$31,214
15	$21.8007	$30,249	15	$22.8900	$31,761
16	$22.1824	$30,779	16	$23.9070	$32,317
17	$22.5708	$31,318	17	$23.6984	$32,883
18	$22.9659	$31,866	18	$24.1129	$33,458
19	$23.3677	$32,424	19	$24.5348	$34,043
20	$23.7767	$32,991	20	$24.9639	$34,638
21	$24.1932	$33,569	21	$25.4010	$35,245
22	$24.6169	$34,157	22	$25.8451	$35,861
23	$25.0478	$34,755	23	$26.2976	$36,489
24	$25.4860	$35,363	24	$26.7578	$37,127
25	$25.9323	$35,982	25	$27.2259	$37,777
26	$26.3863	$36,612	26	$27.7023	$38,438
27	$26.8482	$37,253	27	$28.1874	$39,111
28	$27.3180	$37,905	28	$28.6808	$39,796
29	$27.7959	$38,568	29	$29.1829	$40,493
30	$28.2822	$39,243	30	$29.6936	$41,201

Bus Driver & Bus Dispatcher Pay Schedule

		Bus Driver								Bus Dispatcher		
Days/Year		182	182	182	182	182	182	182	182	185	197	260
Hours/Day		4	4.5	5	5.5	6	6.5	7	8	8	8	8
Steps	Hourly	D40H	D45H	D50H	D55H	D60H	D65H	D70H	D82H	D75H	D97H	D80H
0	$20.8952	$15,211	$17,114	$19,013	$20,916	$22,819	$24,718	$26,621	$30,422	$30,924	$32,932	$43,462
1	$21.2088	$15,440	$17,371	$19,298	$21,230	$23,162	$25,089	$27,020	$30,879	$31,388	$33,427	$44,114
2	$21.5271	$15,671	$17,632	$19,588	$21,549	$23,509	$25,465	$27,426	$31,343	$31,859	$33,928	$44,776
3	$21.8498	$15,906	$17,896	$19,882	$21,872	$23,862	$25,847	$27,837	$31,812	$32,336	$34,437	$45,447
4	$22.1777	$16,145	$18,165	$20,180	$22,200	$24,220	$26,235	$28,255	$32,290	$32,822	$34,954	$46,130
5	$22.5102	$16,387	$18,437	$20,482	$22,533	$24,583	$26,628	$28,679	$32,774	$33,314	$35,478	$46,821
6	$22.8480	$16,633	$18,714	$20,790	$22,871	$24,952	$27,028	$29,109	$33,266	$33,814	$36,010	$47,524
7	$23.1907	$16,882	$18,995	$21,102	$23,214	$25,326	$27,433	$29,545	$33,765	$34,321	$36,550	$48,237
8	$23.5386	$17,136	$19,279	$21,418	$23,562	$25,706	$27,845	$29,989	$34,271	$34,836	$37,099	$48,960
9	$23.8915	$17,393	$19,569	$21,739	$23,915	$26,091	$28,262	$30,438	$34,785	$35,358	$37,655	$49,694
10	$24.2501	$17,654	$19,862	$22,066	$24,274	$26,483	$28,686	$30,895	$35,307	$35,889	$38,220	$50,440
11	$24.6135	$17,918	$20,160	$22,396	$24,638	$26,880	$29,116	$31,358	$35,836	$36,427	$38,793	$51,196
12	$24.9829	$18,187	$20,462	$22,732	$25,008	$27,283	$29,553	$31,829	$36,374	$36,973	$39,375	$51,964
13	$25.3579	$18,460	$20,770	$23,074	$25,383	$27,693	$29,997	$32,307	$36,920	$37,528	$39,966	$52,744
14	$25.7382	$18,737	$21,081	$23,420	$25,764	$28,108	$30,447	$32,791	$37,474	$38,091	$40,565	$53,536
15	$26.1240	$19,018	$21,397	$23,771	$26,150	$28,530	$30,903	$33,282	$38,036	$38,662	$41,173	$54,338
16	$26.5158	$19,303	$21,718	$24,127	$26,542	$28,957	$31,367	$33,782	$38,606	$39,242	$41,791	$55,153
17	$26.9136	$19,593	$22,044	$24,489	$26,941	$29,392	$31,837	$34,289	$39,185	$39,831	$42,418	$55,980
18	$27.3174	$19,886	$22,375	$24,857	$27,345	$29,833	$32,315	$34,803	$39,773	$40,428	$43,054	$56,820
19	$27.7271	$20,185	$22,710	$25,229	$27,755	$30,280	$32,800	$35,325	$40,370	$41,034	$43,700	$57,672
20	$28.1430	$20,488	$23,051	$25,608	$28,171	$30,734	$33,292	$35,855	$40,975	$41,650	$44,356	$58,537
21	$28.5650	$20,795	$23,396	$25,992	$28,594	$31,195	$33,791	$36,392	$41,589	$42,275	$45,021	$59,415
22	$28.9938	$21,107	$23,748	$26,382	$29,023	$31,664	$34,298	$36,939	$42,214	$42,909	$45,697	$60,307
23	$29.4288	$21,424	$24,104	$26,778	$29,458	$32,139	$34,813	$37,493	$42,847	$43,553	$46,382	$61,212
24	$29.8701	$21,745	$24,465	$27,179	$29,900	$32,621	$35,335	$38,055	$43,490	$44,206	$47,078	$62,130
25	$30.3181	$22,071	$24,832	$27,587	$30,348	$33,110	$35,864	$38,626	$44,142	$44,869	$47,784	$63,062
26	$30.7730	$22,402	$25,205	$28,001	$30,804	$33,607	$36,403	$39,205	$44,804	$45,542	$48,501	$64,008
27	$31.2343	$22,738	$25,583	$28,421	$31,266	$34,110	$36,948	$39,793	$45,476	$46,225	$49,228	$64,967
28	$31.7028	$23,079	$25,967	$28,847	$31,735	$34,622	$37,503	$40,390	$46,158	$46,918	$49,966	$65,942
29	$32.1782	$23,425	$26,356	$29,280	$32,210	$35,141	$38,065	$40,996	$46,850	$47,622	$50,716	$66,931
30	$32.6609	$23,777	$26,751	$29,719	$32,694	$35,668	$38,636	$41,611	$47,553	$48,336	$51,476	$67,935

Bus Driver Assistant Pay Schedule

Days/Year Hours/Day		182 4	182 4.5	182 5	182 5.5	182 6	182 6.5	182 7	182 8
Steps	Hourly	A40H	A45H	A50H	A55H	A60H	A65H	A70H	A80H
0	$14.8896	$10,839	$12,195	$13,548	$14,905	$16,261	$17,613	$18,970	$21,679
1	$15.1130	$11,002	$12,379	$13,752	$15,128	$16,505	$17,878	$19,254	$22,004
2	$15.3395	$11,167	$12,564	$13,958	$15,355	$16,752	$18,146	$19,543	$22,334
3	$15.5696	$11,334	$12,753	$14,167	$15,585	$17,003	$18,418	$19,836	$22,669
4	$15.8032	$11,504	$12,944	$14,380	$15,819	$17,258	$18,694	$20,134	$23,009
5	$16.0403	$11,677	$13,138	$14,595	$16,056	$17,517	$18,975	$20,436	$23,354
6	$16.2810	$11,852	$13,335	$14,814	$16,297	$17,780	$19,259	$20,742	$23,705
7	$16.5249	$12,030	$13,535	$15,036	$16,541	$18,047	$19,548	$21,053	$24,060
8	$16.7729	$12,210	$13,738	$15,262	$16,790	$18,317	$19,841	$21,369	$24,421
9	$17.0246	$12,393	$13,944	$15,491	$17,042	$18,592	$20,139	$21,690	$24,787
10	$17.2800	$12,580	$14,153	$15,723	$17,297	$18,871	$20,441	$22,015	$25,159
11	$17.5391	$12,768	$14,366	$15,959	$17,557	$19,154	$20,748	$22,345	$25,536
12	$17.8023	$12,960	$14,581	$16,199	$17,820	$19,442	$21,059	$22,680	$25,920
13	$18.0693	$13,154	$14,800	$16,442	$18,087	$19,733	$21,375	$23,021	$26,308
14	$18.3405	$13,352	$15,022	$16,688	$18,359	$20,029	$21,696	$23,366	$26,703
15	$18.6154	$13,552	$15,247	$16,938	$18,634	$20,330	$22,021	$23,716	$27,103
16	$18.8946	$13,755	$15,476	$17,193	$18,913	$20,634	$22,351	$24,072	$27,510
17	$19.1780	$13,961	$15,708	$17,450	$19,197	$20,944	$22,686	$24,433	$27,922
18	$19.4658	$14,171	$15,944	$17,712	$19,485	$21,258	$23,027	$24,800	$28,342
19	$19.7576	$14,383	$16,183	$17,978	$19,777	$21,577	$23,372	$25,172	$28,766
20	$20.0543	$14,599	$16,426	$18,248	$20,074	$21,901	$23,723	$25,549	$29,198
21	$20.3548	$14,818	$16,672	$18,521	$20,375	$22,229	$24,079	$25,933	$29,636
22	$20.6604	$15,040	$16,922	$18,799	$20,681	$22,563	$24,440	$26,322	$30,081
23	$20.9701	$15,266	$17,176	$19,081	$20,991	$22,901	$24,806	$26,716	$30,532
24	$21.2848	$15,495	$17,433	$19,367	$21,306	$23,245	$25,179	$27,117	$30,990
25	$21.6038	$15,727	$17,695	$19,658	$21,625	$23,593	$25,556	$27,524	$31,454
26	$21.9279	$15,963	$17,960	$19,953	$21,950	$23,947	$25,939	$27,936	$31,926
27	$22.2568	$16,203	$18,230	$20,252	$22,279	$24,306	$26,329	$28,356	$32,405
28	$22.5906	$16,445	$18,503	$20,556	$22,613	$24,671	$26,723	$28,781	$32,891
29	$22.9294	$16,692	$18,781	$20,864	$22,952	$25,041	$27,124	$29,212	$33,384
30	$23.2733	$16,942	$19,062	$21,177	$23,297	$25,416	$27,531	$29,651	$33,885

As Needed Positions

Position	Pay Per Hour
Academic Tutor - Non-Licensed	$26.00
Academic Tutor - Licensed	$30.00
Alternate Site Teacher (Homebased, Homebound, Lifelong Learning Center)	$36.00
Cafeteria Monitor	$13.00
Capital Plans and Projects Intern	$13.00
Co-Op Student	$13.00
Early College Program Liaison	$28.75
English as a Second Language Tutor	$21.50
Intern - Level I (HS student/graduate/equivalent and little to no field experience)	$13.00
Intern - Level II (HS grad/equiv. w/ some field experience or some college w/ some field experience)	$13.50-15.50
Intern - Level III (College graduate and some field experience)	$16.00
Homebound Teacher	$36.00
Physical Therapy Assistant	$31.00
School Psychologist Intern	$16.00
School Crossing Guard	$13.00
School Van Driver	$15.50
Temporary Worker - Custodial/Maintenance Helper	$15.00
Temporary Worker - Office Helper	$13.00
Virtual High School Teacher Annual stipend plus an additional $165 for each student enrolled above 8 students.	$2,000.00

High School Supplements

Description	# Per School	# of Schools	Total # Supplement	School FY27 Rate	Division FY27 Total	Month(s) Paid	VRS Reportable
Activities Coordinator (1 Work Block)	1	4	4	$3,780	$15,120	Yearly 10 Months	No
Athletic Director Assistant	1	4	4	$4,823	$19,292	Yearly 10 Months	No
Band Assistants	Varies	4	Varies	$11,419	$45,676	Yearly 10 Months	No
Band, Concert & Marching	BHS/THS/YHS(1); GHS(2)	4	5	$4,594	$22,970	Yearly 10 Months	Yes
Band, Stage	Varies	4	Varies	$2,100	$8,400	Yearly 10 Months	Yes
Class Sponsor (Freshman)	1	4	4	$1,244	$4,976	Yearly 10 Months	No
Class Sponsor (Sophomore)	1	4	4	$1,244	$4,976	Yearly 10 Months	No
Class Sponsor (Junior)	1	4	4	$2,490	$9,960	Yearly 10 Months	No
Class Sponsor (Senior)	1	4	4	$2,490	$9,960	Yearly 10 Months	No
Communications Liaison	1	4	4	$1,500	$6,000	November/May	No
Debate	1	4	4	$1,940	$7,760	November/May	No
Department Chairperson (1 work block)	8	4	32	$1,839	$58,848	Yearly 10 Months	No
Esports	1	4	4	$2,625	$10,500	November/May	No
Extra Duty	Varies	4	Varies	$5,250	$21,000	November/May	No
Forensics	1	4	4	$1,940	$7,760	November/May	No
Library Media Specialist	Varies	4	Varies	$3,744	$26,208	Yearly 10 Months	Yes
Literary Magazine	1	4	4	$1,628	$6,512	November/May	No
National Honor Society	1	4	4	$1,470	$5,880	November/May	No
Newspaper	1	4	4	$2,745	$10,980	Yearly 10 Months	No
OM	1	4	4	$1,169	$4,676	Yearly 10 Months	No
SCA	1	4	4	$2,490	$9,960	November/May	No
Scholastic Bowl	1	4	4	$2,106	$8,424	November/May	No
School Planning Team	Varies	4	Varies	$1,979	$7,916	Yearly 10 Months	No
SOA Theatre Assistant	1	1	1	$1,979	$1,979	Yearly 10 Months	Yes
SOA Theatre Director	1	1	1	$2,968	$2,968	Yearly 10 Months	Yes
Theatre Assistant	1	4	4	$1,979	$7,916	Yearly 10 Months	No
Theatre Director	1	4	4	$2,968	$11,872	Yearly 10 Months	Yes
Vocal Music	1	4	4	$2,615	$10,460	Yearly 10 Months	Yes
Yearbook	1	4	4	$3,735	$14,940	Yearly 10 Months	No
Sub-Total: High School Supplements				**$82,853**	**$397,287**		

Middle School Supplements

Description	# Per School	# of Schools	Total # Supplement	School FY27 Rate	Division FY27 Total	Month(s) Paid	VRS Reportable
Athletic Director	1	4	4	$3,150	$12,600	Yearly 10 Months	No
Band, Concert & Stage	QLMS/TMS/YMS(1); GMS(2)	4	5	$2,464	$12,320	Yearly 10 Months	Yes
Communications Liaison	1	4	4	$1,500	$6,000	November/May	No
Drama	1	4	4	$1,497	$5,988	Yearly 10 Months	Yes
Extra Duty	Varies	4	Varies	$4,725	$18,900	November/May; November or May	
Grafton MS/HS Cafeteria Administration	GMS (1)	1	1	$1,050	$1,050	Yearly 10 Months	No
Leadership Team	Varies	4	Varies	$11,025	$44,100	Yearly 10 Months	No
Newspaper	1	4	4	$1,245	$4,980	Yearly 10 Months	No
OM	1	4	4	$1,169	$4,676	Yearly 10 Months	No
Robotics Team	1	4	4	$1,169	$4,676	November/May	No
SCA	1	4	4	$1,380	$5,520	November/May	No
Special Education Lead	1	4	4	$1,000	$4,000	Yearly 10 Months	No
Student Recognition	1	4	4	$820	$3,280	November/May	No
Vocal Music	1	4	4	$1,565	$6,260	Yearly 10 Months	Yes
Yearbook	1	4	4	$2,296	$9,184	Yearly 10 Months	No
Sub-Total: Middle School Supplements				**$37,055**	**$163,284**		

Elementary School Supplements

Description	# Per School	# of Schools	Total # Supplement	School FY27 Rate	Division FY27 Total	Month(s) Paid	VRS Reportable
Communications Liaison	1	10	10	$1,500	$15,000	November/May; November or May	No
Extra Duty	Varies	10	Varies	$4,200	$42,000	November/May; November or May	No
Gifted Program Coordinator	DES (1)	1	1	$2,617	$2,617	Yearly - 10 Months	Yes
Leadership Team	Varies	10	Varies	$7,875	$78,750	Yearly - 10 Months	No
OM	1	10	10	$1,169	$11,690	Yearly - 10 Months	No
Robotics Team	1	10	10	$1,169	$11,690	November/May	No
SCA	1	10	10	$799	$7,990	November/May	No
Special Education Lead	1	10	10	$1,000	$10,000	Yearly - 10 Months	No
STEM Club	1	10	10	$525	$5,250	November/May	No
Summer Testing (Reading)	1	10	10	$788	$7,880	November/May	No
Sub-Total: Elementary School Supplements				**$21,642**	**$204,942**		

High School Sports Supplement Schedule

Description	# Per School	# of Schools	Total # Supplement	School FY27 Rate	Division FY27 Total	Month(s) Paid	VRS Reportable
Baseball, Assistant - Varsity	1	4	4	$2,506	$10,024	May	No
Baseball, Head - JV	1	4	4	$2,506	$10,024	May	No
Baseball, Head - Varsity	1	4	4	$3,675	$14,700	May	No
Basketball, Head - Boys JV	1	4	4	$3,338	$13,352	March	No
Basketball, Head - Boys Varsity	1	4	4	$4,536	$18,144	March	No
Basketball, Head - Girls JV	1	4	4	$3,338	$13,352	March	No
Basketball, Head Girls Varsity	1	4	4	$4,536	$18,144	March	No
Cheerleading, Assistant	2	4	8	$2,559	$20,472	November/May	No
Cheerleading, Head	1	4	4	$4,316	$17,264	November/May	No
Cross Country, Head	2	4	8	$2,615	$20,920	November	No
Or Cross-Country Combination (Head/Assistant)	1	4	4	$3,808	$15,232	November	No
Diving, Head	N/A	1	1	$2,400	$2,400	March	No
Field Hockey, Head - JV	1	4	4	$2,343	$9,372	November	No
Field Hockey, Head - Varsity	1	4	4	$3,345	$13,380	November	No
Football, Assistant	4	4	16	$4,922	$78,752	November	No
Football, Head	1	4	4	$6,825	$27,300	November	No
Golf, Head	1	4	4	$2,145	$8,580	November	No
Indoor Track, Head	2	4	8	$2,911	$23,288	March	No
Soccer, Head - Boys JV	1	4	4	$2,342	$9,368	May	No
Soccer, Head - Boys Varsity	1	4	4	$3,345	$13,380	May	No
Soccer, Head - Girls JV	1	4	4	$2,342	$9,368	May	No
Soccer, Head - Girls Varsity	1	4	4	$3,345	$13,380	May	No
Softball, Assistant - Varsity	1	4	4	$2,506	$10,024	May	No
Softball, Head - JV	1	4	4	$2,506	$10,024	May	No
Softball, Head - Varsity	1	4	4	$3,675	$14,700	May	No
Swimming, Head	2	4	8	$2,625	$21,000	March	No
Or Swimming Combination (Head/Assistant)	1	4	4	$4,549	$18,196	March	No
Tennis, Head	2	4	8	$3,045	$24,360	May	No
Track, Assistant	2	4	8	$2,559	$20,472	May	No
Track, Head	2	4	8	$3,614	$28,912	May	No
Or Track Combination (Head/Assistant)	1	4	4	$4,674	$18,696	May	No
Volleyball, Head - JV	1	4	4	$2,547	$10,188	November	No
Volleyball, Head - Varsity	1	4	4	$3,375	$13,500	November	No
Wrestling, Assistant	1	4	4	$2,568	$10,272	March	No
Wrestling, Head	1	4	4	$3,614	$14,456	March	No
Sub-Total: High School Sports Supplements				**$115,855**	**$594,996**		

Middle School Sports Supplement Schedule

Description	# Per School	# of Schools	Total # Supplement	School FY27 Rate	Division FY27 Total	Month(s) Paid	VRS Reportable
Baseball, Head	1	4	4	$1,890	$7,560	May	No
Basketball, Head - Boys	1	4	4	$2,100	$8,400	March	No
Basketball, Head - Girls	1	4	4	$2,100	$8,400	March	No
Cheerleading, Head	1	4	4	$2,284	$9,136	November/May	No
Field Hockey, Head	1	4	4	$1,890	$7,560	November	No
Football, Assistant	1	4	4	$1,675	$6,700	November	No
Football, Head	1	4	4	$2,101	$8,404	November	No
Softball, Head	1	4	4	$1,890	$7,560	May	No
Volleyball, Head	1	4	4	$1,890	$7,560	November	No
Sub-Total: Middle School Sports Supplements				**$17,820**	**$71,280**		

Other Supplements Schedule

Description	# Per School	# of Schools	Total # Supplement	School FY27 Rate	Division FY27 Total	Month(s) Paid	VRS Reportable
ADVANCED EDUCATION SUPPLEMENTS							
Speech Language Pathologist Certificate of Clinical Competence	Varies	Varies	Varies	$1,000	Varies	Yearly 10 Months	No
Special Programs Administrator	1	1	$2,617	N/A	$2,618	Yearly 10 Months	No
Advanced Learning Specialist	2	2	$2,617	N/A	$5,236	Yearly 10 Months	No
National Board Certification	Varies	Varies	Varies	$3,000	Varies	Yearly 10 Months	No
School Psychologist Doctorate	Varies	Varies	Varies	$1,749	Varies	Yearly 10 Months	No
SPECIAL EDUCATION SUPPLEMENTS							
Student Support Para 1:1 or Student Support Tech - Extensive Personal Care	Varies	Varies	Varies	$3,000	Varies	Yearly 10 Months	Yes
Student Support Para Educator 1:1 – BSC, CSC or MDC	Varies	Varies	Varies	$5,000	Varies	Yearly 10 Months	Yes
Special Education Teacher - BSC, CSC or MDC Room Supplement	Varies	Varies	Varies	$8,000	Varies	Yearly 10 Months	Yes
Special Education Coordinator – Lead	N/A	N/A	1	$5,000	$5,000	Yearly 10 Months	Yes
MISCELLANEOUS SUPPLEMENTS							
International Sanitary Supply Association Certified Trainer	Varies	N/A	N/A	$1,500	Varies	Yearly 12 Months	No
Lead PT/OT	1	N/A	N/A	$2,617	$2,617	Yearly 10 Months	Yes
Lead Transportation Driver	4	N/A	4	$2,500	$10,000	Yearly 10 Months	No
Lifelong Learning Center Coordinator	1	N/A	1	$8,000	$8,000	Yearly 10 Months	No
OM Coordinator	1	N/A	N/A	$1,169	$1,169	Yearly 10 Months	No
Student Activity Fund Accounting Mentors (2)	2	1	2	$803	$1,606	Yearly 10 Months	No
GRANDFATHERED SUPPLEMENTS							
High School Chemistry Teacher (Licensed for Chemistry and assigned full load of Chemistry classes)*	Varies	4	Varies	$1,323	Varies	Yearly - 10 Months	Yes
High School Earth Science Teacher (Licensed for Earth Science, assigned full load of Earth Sciences** classes)*	Varies	4	Varies	$1,323	Varies	Yearly – 10 Months	Yes
High School Physics Teacher (Licensed for Physics and assigned full load of Physics classes)*	Varies	4	Varies	$1,323	Varies	Yearly - 10 Months	Yes

* Grandfathered to individuals assigned the supplement prior to 6/30/2011 who continue to meet the individual eligibility requirements without interruption; eliminated thereafter. When principals must assign a Chemistry, Earth Science, or Physics Teacher to other classes (not to exceed two) for purposes of balancing the master schedule, the principal may request in writing to the Superintendent a waiver of the "full load" requirement.							
** Atmospheric Science is considered an Earth Science class.							
School Psychologist Additional Education*	Varies	Varies	Varies	$1,749	Varies	Yearly – 10 Months	No
* Grandfathered for School Psychologists hired during or before FY13. Eliminated for new employees hired after June 30, 2013.							

Summer School Compensation

Position	Pay Per Hour
Teacher	$35.00
Substitute Teacher	$30.00
Interpreter / Transliterator	$29.00
Oral Communication Facilitator	$22.00
Administrative Associate	$18.00
Clerk	$15.00
Para-Educator	$17.00
Health Services Provider – LPN	$20.00
Health Services Provider - RN	$26.00
Bus Driver - 5 hours/day	Current employees will receive their regular hourly rate (2.5 hours/ shift, up to 2 shifts/day)
Bus Driver Assistant 4.5 hours/day	Current employees will receive their regular hourly rate (2.25 hours/shift, up to 2 shifts/day)
School Security Officer	Current employees will receive their regular hourly rate

Instructional Substitutes

- Training session - $44.00 with paid lunch break except where noted
- Additional $5.00 for working on Friday
- Additional $10.00 per day for Behavior Support, Multiple Disabilities or Communication Support Classroom **Paras**
- Additional $20.00 per day for Behavior Support, Multiple Disabilities or Communication Support Classroom **Teachers**

Substitute Position	Daily Rate
School Administrator	$350
11 or more consecutive days	$400
Administrative Associate or Assistant (8 hrs + unpaid lunch break)	$108
Health Services Personnel (7.25 hrs)	$135
11-20 consecutive days	$140
21 or more consecutive days	$145
Interpreter/Transliterator (7.25 hrs)	$169
Oral Communication Facilitator (7.25 hrs)	$99
Para-Educator (7 hrs with .5 hr unpaid lunch break)	$102
11-20 consecutive days	$113
21 or more consecutive days	$123
Teacher (7.5 hrs)	$128
11-20 consecutive days	$143
21 or more consecutive days	$164
Teacher substituting during planning period (Secondary Only)	$20

Student Services Substitutes

Substitute Position	Hourly Rate
School Social Worker	$30.50

Special Education Substitutes

Substitute Position	Hourly Rate
Speech-Language Pathologist	$36.00
School Psychologist	$30.50
Occupational Therapist	$29.25
Occupational Therapist Assistant	$16.25
Physical Therapist	$29.25

Operational Substitutes

Substitute Position	Hourly Rate
Bus Driver	$20.90
11 – 20 consecutive days	$21.95
21 or more consecutive days	$23.05
Bus Driver in Training	$14.50
Bus Driver Assistant	$14.89
11 – 20 consecutive days	$15.63
21 or more consecutive days	$16.41
School Security Officer	$20.26
11 – 20 consecutive days	$21.27
21 or more consecutive days	$22.33

YCSD Retiree Substitute Rate

Number of Days	Daily Rate
1-10 Days	$200
11-20 Consecutive Days	$225
21+ Consecutive Days	$250

School Board Annual Salaries

Position	Annual Salary
School Board Member (5)	$9,000
Additional Salary for School Board Chair	$1,200
Additional Salary for School Board Vice Chair	$600

Additional Compensation

Transportation Services	
Driver Trainer	$ 250 / semester
VEHICLE MAINTENANCE TECHNICIAN CERTIFICATION PAY The manager of vehicle maintenance and all vehicle maintenance equipment and parts technicians who are full-time, non-probationary employees and who maintain current certifications by the National Institute for Automotive Service Excellence or the Service Dealer Association and Outdoor Power Equipment Certification Institute in skill areas approved by the school division's director of maintenance and/or director of transportation, are eligible to receive incentive pay. Incentive payments shall be $500 per year for each active certification. This incentive pay shall be divided into equal payments and added to the individual's regular bi-weekly paycheck. Individuals hired after the start of each fiscal year, July 1st, shall receive a prorated $500 payment. Total payments shall not exceed 10% of the employee's salary. Certifications required by a Technician's current job description shall not be eligible for payment.	
Custodial Services	
Call-In Pay – minimum 3 hours	
Night Shift Differential - $.50/hour	
Head Custodian – Excess Supervision – Monthly $25/each employee in excess of seven (7) supervised	
Temporary Lead Custodian - $20 /day for each day beyond five days head custodian is out	

Custodian – Secondary Assignment – Set Schedule – Employees will be placed on the custodian pay grade per the YCSD pay plan on their primary position step.
Maintenance Services
On-Call Pay (Weekend on-call phone) - $3.00 / hour
Call-In Pay – minimum 3 hours
Night Shift Differential - $.50 / hour
Tool Allowance - $2,000 / year

Bonus Plan Compensation

Custodial and Food Service Employee Attendance Bonus Plan *This program is in place for a year at a time and renewal is optional at the discretion of the Chief Operations Officer	
First Semester 95% attendance	$100 / $50 (Late Hires)
Second Semester 95% attendance	$100 / $50 (Late Hires)
Bus Driver & Bus Driver Assistant Attendance Bonus Plan *This program is in place for a year at a time and renewal is optional at the discretion of the Chief Operations Office	
First Semester 95% attendance	$250 / $125 (Late Hires)
Second Semester 95% attendance	$250 / $125 (Late Hires)
Recruiting a Bus Driver Bonus	
The recruit must be hired and remain an employee for six (6) months. The referring employee will earn a $400 bonus after the six-month period. This incentive is available to all current York County School Division employees.	
Bus Driver and Bus Driver Assistant Sign-On Bonus *This program is in place for a year at a time and renewal is optional at the discretion of the Chief Operations Office	
New YCSD school bus drivers and school bus driver assistants are eligible for a sign-on bonus. A portion is payable upon completion of training, and the remaining portion is payable after six months of full-time employment (substitutes and van drivers are not eligible).	
	After Training $500 $250
Bus Driver Bus Driver Assistant	After Six Months $1,000 $250
Athletic Coach with CDL Bonus Plan	
Successful completion of CDL requirements	$250