



Salary Schedules
2020 – 2021 School Year
Effective July 1, 2020

Table of Contents

Position Titles in Alpha Order	2
Position Titles by Grade	10
Position Title Definitions	19
Positions Assigned to Teacher Pay Schedule	20
Teacher Pay Schedule	21
Unified Pay Schedule	22
Supplemental Pay Schedule	38
Substitute Rate Schedule	40
Temporary Rate Schedule	41
Summer School Rate Schedule	43
Athletic Supplement Schedule	44
Academic/Extracurricular Supplement Schedule	46
Contract Schedule	48

**Position Titles in Alpha Order
Effective July 1, 2020**

POSITION TITLE	PAY GRADE
Account Clerk	108
Accounting Manager	125
Accounts Payable Technician I	111
Accounts Payable Technician II	115
Administrative Assistant	118
Administrative Office Associate	112
Application Administrator	123
AS/400 Administrator	124
Assistant Principal I	128
Assistant Principal II	129
Assistant Principal III	130
Associate Director Exceptional Education	131
Attendance Liaison	117
Auditor	123
Automotive Mechanic Lead Technician	112
Automotive Mechanic Technician I	109
Automotive Mechanic Technician II	110
Automotive Mechanic Technician III	111
Automotive Parts Clerk	108
Automotive Service Worker	106
Bilingual Parent and Community Liaison	115
Bilingual Parent Liaison	115
Budget Planning Analyst	123
Bus Monitor	107.1
Bus Operator	109.1
Carpenter	110
Chief Academic Officer	139
Chief Engagement Officer	139
Chief of Staff	139
Chief Operating Officer	139
Chief Schools Officer	139
Chief Talent Officer	139
Clerk School Board	129
Communications and Media Relations Specialist	124
Coordinator Academic Response to Intervention	125

**Position Titles in Alpha Order
Effective July 1, 2020**

POSITION TITLE	PAY GRADE
Coordinator Bilingual/ELL Learners	125
Coordinator Community Partnerships	125
Coordinator Counselor and Career Pathways	125
Coordinator Curriculum and Instruction	125
Coordinator Data Sciences	125
Coordinator Early Childhood Education Instruction	125
Coordinator English Learner Success	125
Coordinator Exceptional Education	125
Coordinator Family and Community Partnerships	125
Coordinator Gifted and Talented	125
Coordinator Head Start	125
Coordinator Instructional Projects	125
Coordinator Media and Technology	125
Coordinator Purchase Card	125
Coordinator Risk Management	125
Coordinator School Health	125
Coordinator Student Conduct	125
Coordinator Teacher Support and Retention	125
Coordinator Welcome Center and Family Advocacy	125
Crossing Guard	102
Custodial Maintenance Worker	107
Custodian I	105.1
Custodian II	108.1
Data Associate	116
Data Specialist	122
Delivery Driver/Utility	107
Desktop Technician	114
Dietitian	124
Director Academic Operations	133
Director Academic Programs and Student Supports	133
Director Advocacy and Outreach	133
Director Army Instruction	125
Director Career and Technical Education	133
Director Culture, Climate and Student Services	133
Director Curriculum and Instruction	133

**Position Titles in Alpha Order
Effective July 1, 2020**

POSITION TITLE	PAY GRADE
Director Early Childhood Readiness	133
Director Exceptional Education	133
Director Facility Services	133
Director Family Academy and Engagement	133
Director Finance	133
Director Grants Compliance and Monitoring	133
Director Hospital Education	130
Director Math Science Innovation Center	133
Director Process Improvement	133
Director Procurement and Property Management	133
Director Pupil Transportation and Fleet Management	133
Director Safety and Security	133
Director School Nutrition Services	133
Director School Planning	133
Director Strategic Initiatives and Innovations	133
Director Talent Office	133
Director Teacher and Leader Pathways	133
Director Technology Services	133
Director Virginia Treatment Center	130
Early Intervention Assistant II	107
Early Intervention Assistant III	108
Electrician	113
Electronic Maintenance Technician	116
Emergency Management/Training Coordinator	116
Energy Management Analyst	115
English Language Coach	122
Equipment Operator	108
Executive Director Finance and Budget	135
Executive Office Associate I	114
Executive Office Associate II	116
Facilities Planner	125
Family and Student Support Specialist	119
Family Service Advocate	113
Family Service Assistant	106
Family Service Worker	110

**Position Titles in Alpha Order
Effective July 1, 2020**

POSITION TITLE	PAY GRADE
Financial Analyst	123
Fiscal Associate I	111
Fiscal Associate II	115
Food Service Assistant	102
Food Service Assistant Charter School	102
Freshman Orientation Coach	122
Future Center Navigator	117
Future Center Specialist	119
Grant Writer	119
Health Coordinator VPI	117
Health Specialist	116
Health Specialist VPI Plus	116
Hearing Officer	130
Human Resources Associate	113
Human Resources Specialist	115
HVAC Technician I	113
HVAC Technician II	115
In School Suspension Assistant II	107
In School Suspension Assistant III	108
Instructional Assessment Analyst	121
Instructional Assistant I	106
Instructional Assistant II	107
Instructional Assistant III	108
Instructional Specialist	123
Language Access Bilingual Liaison	115
Lead Coach VPI Plus	123
Lead Equipment Operator	110
Lead Health and Family Services Specialist	118
Lead Instructor Adult Education	116
Lead Instructor GED	116
Lead Parent and Community Liaison	118
Licensed Practical Nurse	117.1
Maintenance Worker	108
Manager Alternative Education	130
Manager Budget and Planning	130

**Position Titles in Alpha Order
Effective July 1, 2020**

POSITION TITLE	PAY GRADE
Manager Business Applications	130
Manager College and Career Pathways	130
Manager Custodial Services	120
Manager Early Head Start/Head Start	130
Manager Fleet Services	121
Manager Grants Compliance	130
Manager Grants Monitoring and Compliance	130
Manager Human Resources	130
Manager Infrastructure	130
Manager Instructional Innovation	130
Manager Professional Development	130
Manager Pupil Enrollment Services	130
Manager School Climate and Culture Strategy	130
Manager School Improvement	130
Manager School Nutrition I	113
Manager School Nutrition II	114
Manager School Nutrition III	115
Manager Student Supports and Interventions	130
Manager Testing and Data	130
McKinney Vento Family Resource Navigator	117
McKinney Vento Family Support Coordinator	123
Mechanic Sheet Metal	115
Military Instructor	122
Military Property Custodian	122
Network Engineer	118
Night Security	114
Nurse Aide	104
Nurse Assistant	106
Nurse Specialist	123
Office Associate I	104
Office Associate II	108
Office Associate III	109
Operations Assistant	116
Outreach Associate	112
Parent and Community Liaison	115

**Position Titles in Alpha Order
Effective July 1, 2020**

POSITION TITLE	PAY GRADE
Payroll Technician I	111
Payroll Technician II	115
Plumber	113
Positive Behavior Intervention Support Coach	116
Principal Director	133
Principal I	131.1
Principal II	132.1
Principal III	133.1
Procurement Officer I	118
Procurement Officer II	120
Procurement Officer III	123
Program Coordinator VPI Plus	125
Program Monitor Head Start	116
Project Coordinator	121
Property Management Supervisor	116
Property Specialist	112
Radio Dispatcher	113
Records Technician	105
Regional Program Manager	130
Registered Nurse	123.1
Safety Trainer	116
Safety/Training Associate	112
Security Specialist	112
Senior Account Technician	109
Senior Accountant	121
Senior Behavioral Specialist	125
Senior Data Technician	113
Senior Human Resources Specialist	124
Senior Psychologist	125
Senior Related Services Provider	125
Senior School Board Auditor	125
Senior Social Worker	125
Senior Speech Language Pathologist	125
Senior Systems Analyst	125
Senior Systems Engineer	126

**Position Titles in Alpha Order
Effective July 1, 2020**

POSITION TITLE	PAY GRADE
Senior Violence Prevention/Attendance Specialist	118
Service Desk Lead	116
Service Desk Supervisor	117
Service Desk Technician	114
Specialist Academic Systems	124
Specialist Early Head Start	115
Specialist Engagement	123
Specialist Family Involvement	123
Specialist Home Visit Program	123
Specialist intervention Systems	123
Specialist Mentor Programs	123
Specialist Multimedia Design	123
Specialist Regional Adult Instruction	123
Specialist School Planning	124
Specialist Secondary Success and Support	123
Specialist Welcome Center	123
SQL Developer Analyst	118
Staff Accountant	119
Street Supervisor	116
Structural Technician II	113
Student Records Technician	113
Superintendent	140
Supervisor Computer Services, Asset Management	121
Supervisor Plumbing/HVAC/Electrical	121
Supervisor Pupil Transportation	121
Supervisor School Nutrition	121
Supervisor Structural	121
Supervisor Technical Services	126
Systems Programmer Analyst	124
Technology Asset Analyst	123
Technology Project Resource Coordinator	123
Telecommunications Technician	116
Transportation Management Specialist	115
Transportation Routing Planner	110
Violence Prevention/Attendance Specialist	116

**Position Titles in Alpha Order
Effective July 1, 2020**

POSITION TITLE	PAY GRADE
Zone Supervisor	116

**Position Titles by Grade
Effective July 1, 2020**

E = Exempt / N = Non-Exempt

GRADE	JOB TITLE	HOURS	DAYS	FLSA
102	Crossing Guard	4	183	N
	Food Service Assistant	4	183	N
	Food Service Assistant	5	183	N
	Food Service Assistant	6	183	N
	Food Service Assistant	7	183	N
	Food Service Assistant Charter School	7	191	N
104	Nurse Aide	7	191	N
	Office Associate I	7	191	N
	Office Associate I	8	201	N
105	Records Technician	8	260	N
105.1	Custodian I	8	260	N
106	Automotive Service Worker	8	260	N
	Family Service Assistant	7	191	N
	Instructional Assistant I	7	191	N
	Instructional Assistant I	8	260	N
	Nurse Assistant	7	191	N
107	Custodial Maintenance Worker	8	260	N
	Delivery Driver/Utility	8	260	N
	Early Intervention Assistant II	7	191	N
	In School Suspension Assistant II	7	191	N
	Instructional Assistant II	7	191	N
	Instructional Assistant II	7	216	N
107.1	Bus Monitor	6	184	N
108	Account Clerk	8	260	N
	Automotive Parts Clerk	8	260	N
	Early Intervention Assistant III	7	191	N
	Equipment Operator	8	260	N
	In School Suspension Assistant III	7	191	N
	Instructional Assistant III	7	191	N
	Instructional Assistant III	7	216	N
	Maintenance Worker	8	260	N

**Position Titles by Grade
Effective July 1, 2020**

E = Exempt / N = Non-Exempt

GRADE	JOB TITLE	HOURS	DAYS	FLSA
108	Office Associate II	8	201	N
	Office Associate II	8	216	N
	Office Associate II	8	260	N
108.1	Custodian II	8	260	N
109	Automotive Mechanic Technician I	8	260	N
	Office Associate III	8	201	N
	Office Associate III	8	216	N
	Office Associate III	8	260	N
	Senior Account Technician	8	260	N
109.1	Bus Operator	6	184	N
	Bus Operator	7	184	N
	Bus Operator	8	184	N
110	Automotive Mechanic Technician II	8	260	N
	Carpenter	8	260	N
	Family Service Worker	8	260	N
	Lead Equipment Operator	8	260	N
	Transportation Routing Planner	8	260	N
111	Accounts Payable Technician I	8	260	N
	Automotive Mechanic Technician III	8	260	N
	Fiscal Associate I	8	260	N
	Payroll Technician I	8	260	N
112	Administrative Office Associate	8	201	N
	Administrative Office Associate	8	216	N
	Administrative Office Associate	8	260	N
	Automotive Mechanic Lead Technician	8	260	N
	Outreach Associate	8	260	N
	Property Specialist	8	260	N
	Safety/Training Associate	8	260	N
	Security Specialist	8	201	N
113	Electrician	8	260	N
	Family Service Advocate	7	191	N
	Human Resources Associate	8	260	N

**Position Titles by Grade
Effective July 1, 2020**

E = Exempt / N = Non-Exempt

GRADE	JOB TITLE	HOURS	DAYS	FLSA
113	HVAC Technician I	8	260	N
	Manager School Nutrition I*	8	191	N
	Plumber	8	260	N
	Radio Dispatcher	8	260	N
	Senior Data Technician	8	260	N
	Structural Technician II	8	260	N
	Student Records Technician	8	260	N
114	Desktop Technician	8	260	N
	Executive Office Associate I	8	260	N
	Manager School Nutrition II*	8	191	N
	Night Security	8	260	N
	Service Desk Technician	8	260	N
115	Accounts Payable Technician II	8	260	N
	Bilingual Parent and Community Liaison	8	201	N
	Bilingual Parent and Community Liaison	8	260	N
	Bilingual Parent Liaison	8	191	N
	Energy Management Analyst	8	260	N
	Fiscal Associate II	8	260	N
	Human Resources Specialist	8	260	N
	HVAC Technician II	8	260	N
	Language Access Bilingual Liaison	8	260	N
	Manager School Nutrition III*	8	191	N
	Mechanic Sheet Metal	8	260	N
	Parent and Community Liaison	8	201	N
	Payroll Technician II	8	260	N
	Specialist Early Head Start	8	260	E
	Transportation Management Specialist	8	260	N
116	Data Associate	8	260	N
	Electronic Maintenance Technician	8	260	E
	Emergency Management/Training Coordinator	8	260	E
	Executive Office Associate II	8	260	N

*See page 19 for definitions.

**Position Titles by Grade
Effective July 1, 2020**

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GRADE	JOB TITLE	HOURS	DAYS	FLSA
116	Health Specialist VPI Plus	7	191	N
	Health Specialist	8	260	E
	Lead Instructor Adult Education	7	216	E
	Lead Instructor GED	8	216	E
	Operations Assistant	8	201	N
	Operations Assistant	8	216	N
	Operations Assistant	8	260	N
	Positive Behavior Intervention Support Coach	8	216	N
	Program Monitor Head Start	8	216	N
	Property Management Supervisor	8	260	N
	Safety Trainer	8	260	E
	Service Desk Lead	8	260	N
	Street Supervisor	8	260	N
	Telecommunications Technician	8	260	N
	Violence Prevention/Attendance Specialist	8	191	N
	Zone Supervisor	8	216	N
Zone Supervisor	8	260	N	
117	Attendance Liaison	8	191	E
	Future Center Navigator	8	216	E
	Health Coordinator VPI	8	191	E
	McKinney Vento Family Resource Navigator	8	260	E
	Service Desk Supervisor	8	260	E
117.1	Licensed Practical Nurse	7	201	E
118	Administrative Assistant	8	260	E
	Lead Health and Family Services Specialist	8	260	E
	Lead Parent and Community Liaison	8	260	E
	Network Engineer	8	260	E
	Procurement Officer I	8	260	E
	Senior Violence Prevention/Attendance Specialist	8	260	E
	SQL Developer Analyst	8	260	E
119	Family Student Support Specialist	8	260	E
	Future Center Specialist	8	260	E

**Position Titles by Grade
Effective July 1, 2020**

E = Exempt / N = Non-Exempt

GRADE	JOB TITLE	HOURS	DAYS	FLSA
119	Grant Writer	8	260	E
	Staff Accountant	8	260	E
120	Manager Custodial Services	8	260	E
	Procurement Officer II	8	260	E
121	Instructional Assessment Analyst	8	216	E
	Instructional Assessment Analyst	8	260	E
	Manager Fleet Services	8	260	E
	Project Coordinator	8	260	E
	Senior Accountant	8	260	E
	Supervisor Computer Services, Asset Management	8	260	E
	Supervisor Plumbing/HVAC/Electrical	8	260	E
	Supervisor Pupil Transportation	8	260	E
	Supervisor School Nutrition	8	216	E
	Supervisor Structural	8	260	E
122	Data Specialist	8	260	E
	English Language Coach	8	216	E
	Freshman Orientation Coach	8	201	E
	Military Instructor	8	201	E
	Military Instructor	8	216	E
	Military Instructor	8	260	E
	Military Property Custodian	8	260	E
123	Application Administrator	8	260	E
	Auditor	8	260	E
	Budget Planning Analyst	8	260	E
	Financial Analyst	8	260	E
	Instructional Specialist	8	260	E
	Lead Coach VPI Plus	8	260	E
	McKinney Vento Family Support Coordinator	8	260	E
	Nurse Specialist	8	260	E
	Procurement Officer III	8	260	E
	Specialist Engagement	8	260	E

**Position Titles by Grade
Effective July 1, 2020**

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GRADE	JOB TITLE	HOURS	DAYS	FLSA
123	Specialist Family Involvement	7	216	E
	Specialist Home Visit Program	8	260	E
	Specialist Intervention Systems	8	260	E
	Specialist Mentor Programs	8	260	E
	Specialist Multimedia Design	8	260	E
	Specialist Regional Adult Instruction	8	260	E
	Specialist Secondary Success and Support	8	260	E
	Specialist Welcome Center	8	260	E
	Technology Asset Analyst	8	260	E
	Technology Project Resource Coordinator	8	260	E
123.1	Registered Nurse	8	201	E
124	AS/400 Administrator	8	260	E
	Communications and Media Relations Specialist	8	260	E
	Dietitian	8	260	E
	Senior Human Resources Specialist	8	260	E
	Specialist Academic Systems	8	260	E
	Specialist School Planning	8	260	E
	Systems Programmer Analyst	8	260	E
125	Accounting Manager	8	260	E
	Coordinator Academic Response to Intervention	8	260	E
	Coordinator Bilingual/ELL Learners	8	260	E
	Coordinator Community Partnerships	8	260	E
	Coordinator Counselor and Career Pathways	8	260	E
	Coordinator Curriculum and Instruction	8	260	E
	Coordinator Data Sciences	8	260	E
	Coordinator Early Childhood Education Instruction	8	260	E
	Coordinator English Learner Success	8	260	E
	Coordinator Exceptional Education	8	260	E
	Coordinator Family and Community Partnerships	8	260	E
	Coordinator Gifted and Talented	8	260	E
	Coordinator Head Start	8	260	E
	Coordinator Instructional Projects	8	260	E

**Position Titles by Grade
Effective July 1, 2020**

E = Exempt / N = Non-Exempt

GRADE	JOB TITLE	HOURS	DAYS	FLSA
125	Coordinator Media and Technology	8	260	E
	Coordinator Purchase Card	8	260	E
	Coordinator Risk Management	8	260	E
	Coordinator School Health	8	260	E
	Coordinator Student Conduct	8	260	E
	Coordinator Teacher Support and Retention	8	260	E
	Coordinator Welcome Center and Family Advocacy	8	260	E
	Director Army Instruction	8	260	E
	Facilities Planner	8	260	E
	Program Coordinator VPI Plus	8	260	E
	Senior Behavioral Specialist	8	260	E
	Senior Psychologist	8	260	E
	Senior Related Services Provider	8	260	E
	Senior School Board Auditor	8	260	E
	Senior Social Worker	8	260	E
	Senior Speech Language Pathologist	8	260	E
Senior Systems Analyst	8	260	E	
126	Senior Systems Engineer	8	260	E
	Supervisor Technical Services	8	260	E
128	Assistant Principal I*	8	216	E
	Assistant Principal I*	8	260	E
129	Assistant Principal II*	8	216	E
	Assistant Principal II*	8	260	E
	Clerk School Board	8	260	E
130	Assistant Principal III*	8	216	E
	Assistant Principal III*	8	260	E
	Director Hospital Education	8	260	E
	Director Virginia Treatment Center	8	260	E
	Hearing Officer	8	260	E
	Manager Alternative Education	8	260	E
	Manager Budget and Planning	8	260	E

*See page 19 for definitions.

**Position Titles by Grade
Effective July 1, 2020**

E = Exempt / N = Non-Exempt

GRADE	JOB TITLE	HOURS	DAYS	FLSA
130	Manager Business Applications	8	260	E
	Manager College and Career Pathways	8	260	E
	Manager Early Head Start/Head Start	8	260	E
	Manager Grants Monitoring and Compliance	8	260	E
	Manager Human Resources	8	260	E
	Manager Infrastructure	8	260	E
	Manager Instructional Innovation	8	260	E
	Manager Professional Development	8	260	E
	Manager Pupil Enrollment Services	8	260	E
	Manager School Climate and Culture Strategy	8	260	E
	Manager School Improvement	8	260	E
	Manager State and Local Grants	8	260	E
	Manager Student Supports and Interventions	8	260	E
	Manager Testing and Data	8	260	E
	Regional Program Manager	8	260	E
131	Associate Director Exceptional Education	8	260	E
131.1	Principal I*	8	260	E
132.1	Principal II*	8	260	E
133	Director Academic Operations	8	260	E
	Director Academic Programs and Supports	8	260	E
	Director Advocacy and Outreach	8	260	E
	Director Career and Technical Education	8	260	E
	Director Culture, Climate and Student Services	8	260	E
	Director Curriculum and Instruction	8	260	E
	Director Early Childhood Readiness	8	260	E
	Director Exceptional Education	8	260	E
	Director Facility Services	8	260	E
	Director Family Academy and Engagement	8	260	E
	Director Finance	8	260	E
	Director Grants Monitoring and Compliance	8	260	E
	Director Math Science Innovation Center	8	260	E

*See page 19 for definitions.

**Position Titles by Grade
Effective July 1, 2020**

E = Exempt / N = Non-Exempt

GRADE	JOB TITLE	HOURS	DAYS	FLSA
133	Director Process Improvement	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 Nutrition Services	8	260	E
	Director School Planning	8	260	E
	Director Strategic Initiatives and Innovations	8	260	E
	Director Student Services	8	260	E
	Director Talent Office	8	260	E
	Director Teacher and Leader Pathways	8	260	E
	Director Technology Services	8	260	E
	Principal Director	8	260	E
133.1	Principal III*	8	260	E
135	Executive Director Finance and Budget	8	260	E
139	Chief Academic Officer	8	260	E
	Chief Engagement Officer	8	260	E
	Chief of Staff	8	260	E
	Chief Operating Officer	8	260	E
	Chief Schools Officer	8	260	E
	Chief Talent Officer	8	260	E
140	Superintendent	8	260	E

*See page 19 for definitions.

**Position Title Definitions
Effective July 1, 2020**

Principal I	Elementary schools, preschools and schools with fall membership under 250*
Principal II	Middle schools
Principal III	High schools + 6-12 schools + schools with multiple locations + schools with fall membership over 750*

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

Assistant Principal I	Charter School
	Detention Center
	Elementary
	Franklin Military
	Open High
	Richmond Community High
Assistant Principal II	Amelia Street
	Middle
	RCEEA
Assistant Principal III	High
	Richmond Alternative School
	Richmond Technical Center

Manager School Nutrition I	Elementary
	Franklin Military
	Open High
	Amelia Street
	Richmond Alternative School
	Richmond Community High
Manager School Nutrition II	Middle
Manager School Nutrition III	High
	Richmond Technical Center

**Positions Assigned to the Teacher Pay Schedule
8 Hours
FLSA = Exempt
Effective July 1, 2020**

Academic Coordinator
Academic Interventionist
Art Therapist
Audiologist
Behavioral Specialist
Coach VPI Plus
Coordinator International Baccalaureate Program
Curriculum Coach Head Start
Dean Administrative
Dean Academic Supports and School Culture
Educational Consultant
Instructional Compliance Coordinator
Interpreter
Intervention Specialist
Librarian Media Specialist
Occupational Therapist
Physical Therapist
Psychologist
School Counselor
School Counselor Department Head
Social Worker
Specialist Child Development
Speech Language Pathologist
Teacher
Teacher Department Head
Vocational Evaluator

Teacher Pay Schedule Effective July 1, 2020

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	\$47,325	\$49,691	\$52,167	\$49,691	\$52,176	\$54,775	\$54,424	\$57,144	\$59,991	\$61,523	\$64,599	\$67,817
1	Step 01	\$47,880	\$50,274	\$52,776	\$50,274	\$52,787	\$55,415	\$55,062	\$57,815	\$60,692	\$62,244	\$65,355	\$68,608
2	Step 02	\$48,439	\$50,861	\$53,394	\$50,861	\$53,405	\$56,063	\$55,705	\$58,491	\$61,403	\$62,971	\$66,120	\$69,412
3	Step 03	\$49,006	\$51,456	\$54,020	\$51,457	\$54,029	\$56,721	\$56,357	\$59,174	\$62,123	\$63,708	\$66,894	\$70,226
4	Step 04	\$49,580	\$52,058	\$54,651	\$52,059	\$54,660	\$57,382	\$57,017	\$59,866	\$62,847	\$64,454	\$67,674	\$71,045
5	Step 05	\$50,160	\$52,667	\$55,291	\$52,668	\$55,300	\$58,055	\$57,684	\$60,567	\$63,585	\$65,208	\$68,466	\$71,878
6	Step 06	\$50,746	\$53,282	\$55,938	\$53,284	\$55,946	\$58,735	\$58,358	\$61,274	\$64,329	\$65,970	\$69,267	\$72,720
7	Step 07	\$51,341	\$53,906	\$56,592	\$53,908	\$56,602	\$59,421	\$59,042	\$61,993	\$65,080	\$66,743	\$70,078	\$73,570
8	Step 08	\$51,941	\$54,536	\$57,254	\$54,538	\$57,264	\$60,116	\$59,733	\$62,717	\$65,842	\$67,524	\$70,897	\$74,429
9	Step 09	\$52,549	\$55,176	\$57,924	\$55,176	\$57,934	\$60,820	\$60,431	\$63,452	\$66,612	\$68,313	\$71,728	\$75,300
10	Step 10	\$53,162	\$55,821	\$58,602	\$55,821	\$58,611	\$61,533	\$61,137	\$64,194	\$67,392	\$69,111	\$72,567	\$76,183
11	Step 11	\$53,785	\$56,474	\$59,288	\$56,473	\$59,298	\$62,252	\$61,852	\$64,945	\$68,181	\$69,920	\$73,417	\$77,073
12	Step 12	\$54,415	\$57,136	\$59,981	\$57,135	\$59,992	\$62,980	\$62,577	\$65,706	\$68,978	\$70,739	\$74,276	\$77,975
13	Step 13	\$55,051	\$57,804	\$60,683	\$57,804	\$60,694	\$63,716	\$63,309	\$66,474	\$69,785	\$71,567	\$75,145	\$78,888
14	Step 14	\$55,694	\$58,481	\$61,393	\$58,479	\$61,405	\$64,463	\$64,049	\$67,253	\$70,601	\$72,403	\$76,025	\$79,811
15	Step 15	\$56,348	\$59,163	\$62,112	\$59,165	\$62,122	\$65,217	\$64,800	\$68,038	\$71,429	\$73,252	\$76,912	\$80,745
16	Step 16	\$57,006	\$59,857	\$62,838	\$59,856	\$62,849	\$65,981	\$65,556	\$68,836	\$72,264	\$74,107	\$77,814	\$81,690
17	Step 17	\$57,674	\$60,556	\$63,572	\$60,557	\$63,585	\$66,751	\$66,324	\$69,641	\$73,107	\$74,976	\$78,724	\$82,643
18	Step 18	\$58,348	\$61,264	\$64,316	\$61,265	\$64,328	\$67,531	\$67,101	\$70,454	\$73,963	\$75,852	\$79,644	\$83,610
19	Step 19	\$59,031	\$61,981	\$65,070	\$61,982	\$65,080	\$68,324	\$67,886	\$71,279	\$74,830	\$76,741	\$80,576	\$84,591
20	Step 20	\$59,720	\$62,707	\$65,831	\$62,707	\$65,841	\$69,122	\$68,679	\$72,112	\$75,705	\$77,636	\$81,518	\$85,580
21	Step 21	\$60,420	\$63,442	\$66,600	\$63,441	\$66,613	\$69,929	\$69,483	\$72,958	\$76,590	\$78,546	\$82,474	\$86,580
22	Step 22	\$61,126	\$64,184	\$67,379	\$64,182	\$67,392	\$70,748	\$70,295	\$73,810	\$77,486	\$79,464	\$83,438	\$87,593
23	Step 23	\$61,843	\$64,933	\$68,170	\$64,934	\$68,180	\$71,577	\$71,118	\$74,673	\$78,394	\$80,395	\$84,413	\$88,620
24	Step 24	\$62,566	\$65,694	\$68,965	\$65,693	\$68,979	\$72,414	\$71,950	\$75,548	\$79,310	\$81,335	\$85,403	\$89,655
25	Step 25	\$63,299	\$66,463	\$69,772	\$66,463	\$69,786	\$73,262	\$72,793	\$76,433	\$80,238	\$82,289	\$86,402	\$90,705
26	Step 26	\$64,039	\$67,240	\$70,590	\$67,240	\$70,602	\$74,119	\$73,644	\$77,326	\$81,179	\$83,249	\$87,413	\$91,766
27	Step 27	\$64,788	\$68,027	\$71,415	\$68,028	\$71,428	\$74,986	\$74,507	\$78,230	\$82,128	\$84,224	\$88,434	\$92,840
28	Step 28	\$65,545	\$68,822	\$72,250	\$68,822	\$72,264	\$75,863	\$75,377	\$79,146	\$83,087	\$85,209	\$89,469	\$93,925
29	Step 29	\$66,312	\$69,627	\$73,096	\$69,627	\$73,109	\$76,751	\$76,258	\$80,072	\$84,061	\$86,205	\$90,516	\$95,025
30	Step 30	\$67,089	\$70,443	\$73,952	\$70,443	\$73,965	\$77,650	\$77,153	\$81,009	\$85,045	\$87,216	\$91,576	\$96,137
31	Step 31	\$67,873	\$71,266	\$74,815	\$71,266	\$74,829	\$78,556	\$78,053	\$81,956	\$86,038	\$88,235	\$92,647	\$97,260
32	Step 32	\$68,667	\$72,101	\$75,691	\$72,101	\$75,705	\$79,476	\$78,967	\$82,916	\$87,045	\$89,267	\$93,731	\$98,399
33	Step 33	\$69,470	\$72,943	\$76,577	\$72,943	\$76,591	\$80,405	\$79,890	\$83,885	\$88,063	\$90,311	\$94,826	\$99,549
34	Step 34	\$70,283	\$73,796	\$77,473	\$73,797	\$77,486	\$81,347	\$80,826	\$84,866	\$89,094	\$91,368	\$95,935	\$100,716
35	Step 35	\$71,106	\$74,660	\$78,379	\$74,662	\$78,393	\$82,298	\$81,772	\$85,859	\$90,135	\$92,439	\$97,058	\$101,893
36	Step 36	\$71,937	\$75,534	\$79,297	\$75,533	\$80,433	\$83,262	\$82,727	\$86,864	\$91,192	\$93,518	\$98,194	\$103,086
37	Step 37	\$72,779	\$76,418	\$80,224	\$76,418	\$80,239	\$84,235	\$83,696	\$87,881	\$92,257	\$94,613	\$99,344	\$104,291
38	Step 38	\$73,631	\$77,312	\$81,163	\$77,312	\$81,177	\$85,221	\$84,675	\$88,908	\$93,337	\$95,719	\$100,505	\$105,512
39	Step 39	\$74,492	\$78,218	\$82,113	\$78,217	\$82,128	\$86,219	\$85,666	\$89,950	\$94,430	\$96,839	\$101,683	\$106,747
40	Step 40	\$75,364	\$79,132	\$83,073	\$79,132	\$83,088	\$87,226	\$86,668	\$91,001	\$95,534	\$97,973	\$102,870	\$107,995
41	Step 41	\$76,246	\$80,058	\$84,046	\$80,059	\$84,060	\$88,248	\$87,683	\$92,066	\$96,653	\$99,121	\$104,075	\$109,259
42	Step 42	\$77,138	\$80,995	\$85,539	\$80,994	\$85,045	\$89,281	\$88,707	\$93,144	\$97,783	\$100,278	\$105,294	\$110,538
43	Step 43	\$78,040	\$81,943	\$86,023	\$81,943	\$86,040	\$90,324	\$89,747	\$94,234	\$98,927	\$101,453	\$106,526	\$111,830
44	Step 44	\$78,953	\$82,901	\$87,029	\$82,901	\$87,046	\$91,381	\$90,795	\$95,336	\$100,084	\$102,639	\$107,771	\$113,138
45	Step 45	\$79,877	\$83,870	\$88,048	\$83,871	\$88,063	\$92,451	\$91,859	\$96,450	\$101,256	\$103,840	\$109,030	\$114,463

Unified Pay Schedule Effective July 1, 2020

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	
102	183	4	7,601	7,714	7,832	7,948	8,067	8,189	8,311	8,436	8,563	8,690	8,821	8,954	9,088	9,224	9,363	9,502	9,645	9,791		
			9,938	10,086	10,237	10,392	10,547	10,706	10,865	11,029	11,195	11,362	11,532	11,706	11,881	12,058	12,241	12,424	12,610	12,799	12,951	
	183	5	9,501	9,643	9,789	9,936	10,085	10,236	10,390	10,545	10,704	10,863	11,027	11,193	11,360	11,530	11,704	11,879	12,056	12,237		
			12,422	12,608	12,797	12,989	13,184	13,381	13,582	13,786	13,993	14,203	14,416	14,632	14,851	15,074	15,300	15,530	15,762	15,999	16,188	
	183	6	11,402	11,572	11,745	11,922	12,101	12,283	12,466	12,653	12,844	13,037	13,233	13,431	13,631	13,836	14,044	14,255	14,469	14,685		
			14,906	15,130	15,357	15,587	15,820	16,058	16,299	16,542	16,790	17,043	17,299	17,558	17,821	18,090	18,360	18,635	18,915	19,198	19,427	
	183	7	13,302	13,502	13,704	13,909	14,118	14,330	14,544	14,764	14,985	15,209	15,438	15,668	15,904	16,143	16,384	16,630	16,880	17,133		
			17,390	17,651	17,916	18,185	18,457	18,734	19,015	19,300	19,589	19,884	20,182	20,485	20,792	21,104	21,421	21,741	22,068	22,399	22,663	
	191	7	13,883	14,091	14,302	14,518	14,736	14,956	15,180	15,408	15,640	15,873	16,112	16,354	16,600	16,848	17,100	17,357	17,617	17,883		
			18,150	18,422	18,699	18,979	19,264	19,552	19,846	20,144	20,446	20,753	21,065	21,380	21,702	22,026	22,356	22,692	23,033	23,378	23,654	
	191	8	15,866	16,105	16,347	16,591	16,840	17,093	17,349	17,609	17,874	18,142	18,414	18,691	18,971	19,256	19,544	19,837	20,135	20,437		
			20,743	21,054	21,370	21,690	22,017	22,346	22,682	23,021	23,367	23,717	24,073	24,434	24,800	25,173	25,551	25,935	26,323	26,718	27,034	
103	191	7	14,585	14,804	15,026	15,252	15,481	15,713	15,948	16,187	16,430	16,677	16,927	17,181	17,439	17,700	17,965	18,236	18,509	18,785		
			19,069	19,355	19,644	19,939	20,238	20,542	20,850	21,162	21,479	21,803	22,129	22,460	22,798	23,141	23,488	23,839	24,198	24,560	24,830	
	191	8	16,669	16,919	17,173	17,431	17,692	17,957	18,226	18,500	18,777	19,059	19,344	19,636	19,930	20,229	20,532	20,840	21,153	21,470		
			21,791	22,120	22,450	22,788	23,129	23,476	23,828	24,186	24,548	24,918	25,290	25,670	26,055	26,446	26,843	27,245	27,654	28,069	28,376	
	260	8	22,691	23,032	23,377	23,727	24,083	24,444	24,811	25,183	25,561	25,945	26,333	26,728	27,130	27,536	27,949	28,368	28,794	29,227		
			29,665	30,109	30,561	31,020	31,484	31,959	32,436	32,923	33,416	33,919	34,427	34,943	35,467	36,000	36,540	37,087	37,644	38,208	38,627	

Unified Pay Schedule Effective July 1, 2020

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	
104	191	7	15,315	15,546	15,779	16,015	16,256	16,500	16,747	16,998	17,253	17,512	17,776	18,042	18,312	18,588	18,866	19,149	19,436	19,727		
			20,024	20,324	20,629	20,938	21,252	21,571	21,894	22,223	22,556	22,895	23,239	23,587	23,940	24,300	24,664	25,034	25,409	25,790	26,076	
	201	8	18,420	18,697	18,977	19,262	19,550	19,844	20,142	20,444	20,751	21,061	21,377	21,699	22,024	22,354	22,690	23,031	23,376	23,725		
			24,082	24,443	24,810	25,182	25,560	25,944	26,332	26,727	27,128	27,535	27,948	28,367	28,793	29,225	29,663	30,108	30,560	31,018	31,362	
	260	8	23,827	24,185	24,547	24,916	25,290	25,669	26,054	26,445	26,841	27,244	27,653	28,067	28,490	28,916	29,350	29,790	30,236	30,690		
			31,151	31,618	32,092	32,574	33,062	33,558	34,062	34,572	35,091	35,617	36,151	36,695	37,245	37,802	38,370	38,946	39,530	40,123	40,566	
105	191	7	16,075	16,317	16,562	16,810	17,062	17,319	17,578	17,841	18,109	18,380	18,657	18,936	19,220	19,509	19,800	20,098	20,400	20,705		
			21,016	21,331	21,651	21,977	22,305	22,641	22,980	23,324	23,674	24,029	24,389	24,755	25,128	25,504	25,887	26,274	26,670	27,069	27,380	
	201	8	19,334	19,624	19,919	20,216	20,520	20,828	21,141	21,458	21,779	22,105	22,438	22,774	23,115	23,463	23,815	24,172	24,535	24,902		
			25,276	25,655	26,041	26,430	26,827	27,230	27,638	28,052	28,473	28,900	29,334	29,774	30,221	30,673	31,134	31,601	32,075	32,556	32,929	
	260	8	25,008	25,384	25,765	26,152	26,544	26,941	27,346	27,756	28,171	28,596	29,024	29,459	29,901	30,350	30,805	31,267	31,735	32,212		
			32,695	33,186	33,684	34,188	34,701	35,223	35,750	36,287	36,831	37,383	37,943	38,513	39,091	39,677	40,273	40,877	41,490	42,113	42,595	
105.1	260	8	25,113	25,407	25,705	26,005	26,310	26,617	26,929	27,244	27,563	27,885	28,211	28,541	28,875	29,213	29,555	29,901	30,251	30,605	30,963	
			31,325	31,691	32,062	32,437	32,817	33,201	33,589	33,982	34,380	34,782	35,189	35,601	36,017	36,440	36,865	37,296	37,733	38,174	38,621	
106	191	7	16,878	17,131	17,388	17,649	17,914	18,182	18,455	18,732	19,013	19,297	19,587	19,882	20,179	20,483	20,790	21,102	21,418	21,739		
			22,065	22,396	22,732	23,073	23,419	23,770	24,127	24,488	24,856	25,229	25,607	25,992	26,381	26,777	27,179	27,587	28,001	28,420	28,742	
	191	8	19,289	19,578	19,872	20,170	20,472	20,779	21,091	21,408	21,728	22,054	22,385	22,722	23,062	23,408	23,759	24,116	24,477	24,844		
			25,218	25,596	25,979	26,369	26,764	27,167	27,573	27,987	28,407	28,832	29,266	29,704	30,150	30,602	31,061	31,527	32,001	32,480	32,847	

Unified Pay Schedule Effective July 1, 2020

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	
106	216	7	19,087	19,373	19,665	19,958	20,257	20,562	20,870	21,183	21,502	21,824	22,151	22,483	22,821	23,162	23,510	23,863	24,221	24,584		
			24,953	25,327	25,707	26,093	26,484	26,882	27,285	27,694	28,110	28,531	28,959	29,393	29,834	30,282	30,737	31,198	31,665	32,140	32,502	
	260	8	26,257	26,651	27,050	27,456	27,868	28,287	28,711	29,141	29,579	30,022	30,473	30,930	31,393	31,865	32,343	32,827	33,319	33,820		
			34,327	34,842	35,364	35,895	36,433	36,980	37,535	38,098	38,669	39,250	39,838	40,436	41,042	41,658	42,282	42,918	43,560	44,214	44,713	
107	191	7	17,723	17,990	18,258	18,532	18,811	19,092	19,379	19,670	19,965	20,264	20,568	20,876	21,190	21,508	21,830	22,159	22,490	22,828		
			23,170	23,518	23,871	24,229	24,591	24,961	25,335	25,715	26,101	26,491	26,890	27,293	27,702	28,118	28,540	28,968	29,403	29,843	30,188	
	191	8	20,254	20,559	20,867	21,180	21,498	21,820	22,147	22,480	22,817	23,159	23,507	23,859	24,218	24,581	24,948	25,324	25,703	26,089		
			26,480	26,877	27,281	27,690	28,105	28,527	28,955	29,388	29,830	30,278	30,732	31,193	31,660	32,135	32,617	33,106	33,603	34,107	34,501	
	216	7	20,043	20,344	20,649	20,958	21,272	21,592	21,916	22,244	22,579	22,916	23,260	23,609	23,963	24,324	24,688	25,058	25,434	25,815		
			26,203	26,596	26,995	27,399	27,810	28,228	28,651	29,080	29,518	29,961	30,409	30,865	31,329	31,799	32,276	32,759	33,252	33,750	34,139	
	260	8	27,572	27,986	28,405	28,831	29,265	29,702	30,149	30,601	31,060	31,525	31,998	32,478	32,965	33,460	33,962	34,471	34,989	35,513		
			36,046	36,587	37,135	37,692	38,257	38,832	39,414	40,005	40,606	41,215	41,833	42,461	43,098	43,744	44,401	45,067	45,742	46,428	46,964	
107.1	184	6	16,722	16,918	17,117	17,317	17,520	17,725	17,932	18,141	18,353	18,568	18,785	19,005	19,227	19,451	19,680	19,909	20,142	20,378	20,616	
			20,857	21,102	21,349	21,599	21,850	22,106	22,366	22,627	22,891	23,159	23,430	23,704	23,981	24,262	24,545	24,832	25,123	25,416	25,714	
	184	7	19,510	19,738	19,970	20,203	20,440	20,678	20,920	21,165	21,412	21,663	21,916	22,173	22,431	22,694	22,959	23,227	23,499	23,774	24,053	
			24,333	24,619	24,906	25,198	25,492	25,791	26,093	26,398	26,706	27,019	27,335	27,654	27,978	28,305	28,637	28,971	29,310	29,652	29,999	
	184	8	22,296	22,557	22,821	23,089	23,359	23,632	23,909	24,188	24,471	24,757	25,047	25,340	25,636	25,936	26,240	26,546	26,857	27,170	27,488	
			27,809	28,136	28,464	28,798	29,134	29,475	29,820	30,169	30,521	30,878	31,241	31,606	31,975	32,348	32,727	33,110	33,497	33,890	34,285	

Unified Pay Schedule Effective July 1, 2020

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	
108	191	7	18,611	18,890	19,174	19,462	19,753	20,050	20,350	20,656	20,966	21,280	21,600	21,923	22,251	22,586	22,926	23,268	23,617	23,972		
			24,332	24,696	25,068	25,443	25,824	26,211	26,606	27,004	27,409	27,820	28,238	28,661	29,091	29,527	29,971	30,421	30,876	31,340	31,692	
191	8	8	21,270	21,588	21,914	22,241	22,576	22,913	23,258	23,607	23,961	24,320	24,685	25,054	25,431	25,812	26,200	26,592	26,991	27,396		
			27,807	28,224	28,648	29,077	29,514	29,956	30,405	30,861	31,324	31,794	32,272	32,755	33,247	33,746	34,252	34,766	35,288	35,816	36,219	
201	8	8	22,384	22,720	23,061	23,406	23,757	24,114	24,476	24,842	25,215	25,594	25,977	26,367	26,762	27,165	27,571	27,985	28,405	28,830		
			29,264	29,702	30,148	30,600	31,059	31,524	31,998	32,477	32,964	33,459	33,961	34,470	34,987	35,512	36,045	36,586	37,134	37,691	38,115	
216	7	7	21,048	21,363	21,683	22,009	22,339	22,674	23,014	23,359	23,710	24,065	24,427	24,793	25,165	25,542	25,925	26,314	26,709	27,110		
			27,517	27,930	28,347	28,773	29,205	29,642	30,087	30,539	30,997	31,461	31,934	32,414	32,898	33,393	33,894	34,402	34,918	35,441	35,972	
216	8	8	24,055	24,415	24,782	25,152	25,531	25,913	26,302	26,697	27,097	27,503	27,915	28,335	28,759	29,191	29,629	30,074	30,525	30,983		
			31,447	31,918	32,397	32,884	33,376	33,877	34,385	34,901	35,426	35,956	36,496	37,043	37,599	38,163	38,735	39,316	39,907	40,505	40,961	
260	8	8	28,955	29,388	29,830	30,277	30,732	31,192	31,660	32,135	32,617	33,105	33,603	34,107	34,619	35,137	35,664	36,200	36,742	37,296		
			37,853	38,420	38,998	39,582	40,176	40,778	41,391	42,011	42,641	43,281	43,929	44,588	45,257	45,937	46,625	47,325	48,035	48,755	49,305	
108.1	260	8	30,722	31,081	31,446	31,814	32,186	32,562	32,944	33,330	33,719	34,114	34,513	34,917	35,326	35,739	36,157	36,580	37,009	37,442	37,880	
			38,323	38,772	39,226	39,685	40,149	40,619	41,095	41,575	42,062	42,553	43,051	43,555	44,065	44,580	45,101	45,629	46,162	46,703	47,249	
109	191	7	19,542	19,835	20,134	20,436	20,742	21,053	21,369	21,689	22,015	22,345	22,681	23,020	23,365	23,716	24,071	24,433	24,799	25,172		
			25,549	25,932	26,321	26,716	27,117	27,524	27,937	28,356	28,780	29,212	29,650	30,095	30,547	31,005	31,470	31,942	32,422	32,908	33,283	
191	8	8	22,335	22,670	23,009	23,355	23,705	24,061	24,421	24,788	25,159	25,537	25,920	26,309	26,704	27,105	27,511	27,923	28,342	28,767		
			29,199	29,636	30,081	30,533	30,991	31,455	31,927	32,405	32,892	33,386	33,886	34,394	34,911	35,435	35,965	36,505	37,053	37,608	38,037	

Unified Pay Schedule Effective July 1, 2020

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	
109	201	8	23,504	23,856	24,214	24,578	24,946	25,321	25,700	26,086	26,477	26,874	27,277	27,687	28,101	28,522	28,952	29,385	29,826	30,273		
			30,728	31,189	31,657	32,132	32,613	33,102	33,599	34,103	34,614	35,133	35,660	36,196	36,738	37,289	37,849	38,416	38,993	39,577	40,029	
	216	8	25,257	25,637	26,021	26,411	26,809	27,210	27,619	28,032	28,452	28,880	29,313	29,752	30,198	30,651	31,111	31,578	32,052	32,533		
			33,021	33,516	34,018	34,529	35,047	35,573	36,106	36,648	37,197	37,755	38,321	38,897	39,480	40,072	40,673	41,284	41,903	42,531	43,015	
	260	8	30,403	30,859	31,321	31,791	32,268	32,752	33,244	33,743	34,249	34,763	35,284	35,813	36,351	36,897	37,448	38,010	38,582	39,160		
			39,747	40,343	40,948	41,563	42,186	42,819	43,461	44,113	44,775	45,446	46,128	46,820	47,522	48,235	48,959	49,693	50,438	51,195	51,779	
109.1	184	6	18,310	18,524	18,740	18,960	19,181	19,406	19,633	19,862	20,095	20,331	20,568	20,809	21,053	21,299	21,548	21,799	22,054	22,313	22,574	
			22,838	23,105	23,375	23,649	23,925	24,205	24,488	24,775	25,064	25,358	25,655	25,955	26,259	26,566	26,877	27,191	27,509	27,832	28,157	
	184	7	21,362	21,612	21,864	22,120	22,378	22,640	22,905	23,173	23,445	23,719	23,997	24,277	24,562	24,848	25,139	25,433	25,731	26,031	26,336	
			26,644	26,956	27,272	27,590	27,912	28,239	28,569	28,904	29,242	29,585	29,931	30,281	30,636	30,994	31,357	31,723	32,094	32,471	32,850	
	184	8	24,414	24,699	24,987	25,280	25,574	25,874	26,177	26,483	26,793	27,108	27,425	27,745	28,070	28,398	28,730	29,066	29,406	29,750	30,098	
			30,450	30,807	31,167	31,531	31,901	32,273	32,651	33,033	33,419	33,811	34,207	34,607	35,012	35,422	35,836	36,255	36,679	37,109	37,543	
110	216	8	26,517	26,915	27,319	27,729	28,145	28,566	28,995	29,429	29,872	30,320	30,774	31,236	31,704	32,180	32,662	33,153	33,650	34,154		
			34,667	35,187	35,714	36,250	36,795	37,345	37,905	38,475	39,052	39,638	40,232	40,836	41,449	42,070	42,700	43,342	43,992	44,652	45,165	
	260	8	31,918	32,397	32,884	33,376	33,877	34,385	34,901	35,426	35,956	36,496	37,043	37,599	38,162	38,735	39,316	39,907	40,504	41,111		
			41,729	42,355	42,990	43,635	44,289	44,953	45,628	46,312	47,007	47,712	48,428	49,155	49,891	50,640	51,400	52,171	52,952	53,748	54,364	
111	216	8	27,850	28,268	28,692	29,123	29,560	30,003	30,453	30,910	31,373	31,843	32,322	32,806	33,299	33,798	34,305	34,819	35,341	35,871		
			36,410	36,956	37,511	38,073	38,644	39,224	39,813	40,409	41,015	41,631	42,256	42,889	43,533	44,185	44,848	45,521	46,203	46,897	47,423	

Unified Pay Schedule Effective July 1, 2020

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
111	260	8	33,523	34,026	34,536	35,054	35,581	36,114	36,657	37,206	37,764	38,331	38,906	39,489	40,082	40,683	41,293	41,912	42,541	43,179	
			43,826	44,483	45,151	45,829	46,516	47,214	47,922	48,641	49,370	50,111	50,862	51,625	52,399	53,186	53,985	54,793	55,616	56,450	57,083
112	191	7	22,623	22,962	23,307	23,657	24,012	24,372	24,737	25,108	25,485	25,867	26,255	26,649	27,048	27,454	27,866	28,285	28,709	29,139	
			29,577	30,020	30,469	30,926	31,391	31,862	32,339	32,825	33,317	33,817	34,324	34,839	35,362	35,892	36,430	36,977	37,532	38,095	38,526
191	8	25,855	26,243	26,636	27,036	27,442	27,853	28,270	28,695	29,126	29,562	30,006	30,456	30,913	31,376	31,846	32,325	32,809	33,302		
		33,801	34,309	34,823	35,345	35,874	36,414	36,960	37,514	38,077	38,649	39,227	39,816	40,413	41,019	41,635	42,260	42,893	43,537	44,030	
201	8	27,209	27,618	28,031	28,451	28,878	29,312	29,751	30,197	30,650	31,110	31,577	32,050	32,531	33,019	33,514	34,017	34,527	35,045		
		35,572	36,105	36,646	37,195	37,753	38,319	38,895	39,478	40,070	40,672	41,281	41,901	42,529	43,167	43,814	44,472	45,139	45,815	46,336	
216	7	25,585	25,968	26,358	26,753	27,153	27,561	27,975	28,395	28,820	29,253	29,691	30,137	30,589	31,048	31,514	31,986	32,466	32,953		
		33,447	33,949	34,459	34,976	35,500	36,033	36,572	37,121	37,678	38,243	38,816	39,400	39,990	40,590	41,199	41,817	42,444	43,081	43,569	
216	8	29,239	29,677	30,123	30,575	31,034	31,499	31,971	32,451	32,938	33,432	33,933	34,441	34,959	35,483	36,015	36,556	37,105	37,660		
		38,226	38,799	39,381	39,971	40,572	41,179	41,798	42,424	43,061	43,707	44,363	45,028	45,703	46,389	47,085	47,791	48,507	49,235	49,793	
260	8	35,195	35,724	36,259	36,803	37,356	37,915	38,484	39,061	39,647	40,242	40,845	41,458	42,080	42,712	43,352	44,002	44,662	45,332		
		46,012	46,703	47,404	48,114	48,835	49,568	50,312	51,066	51,832	52,610	53,399	54,200	55,013	55,838	56,675	57,526	58,388	59,264	59,937	
113	191	7	23,755	24,112	24,473	24,840	25,212	25,591	25,975	26,364	26,760	27,162	27,569	27,982	28,402	28,827	29,261	29,699	30,145	30,597	
			31,056	31,521	31,994	32,474	32,961	33,456	33,958	34,467	34,984	35,509	36,042	36,582	37,131	37,688	38,253	38,827	39,409	40,000	40,446
191	8	27,148	27,556	27,969	28,389	28,815	29,247	29,686	30,130	30,583	31,041	31,507	31,979	32,460	32,946	33,441	33,942	34,452	34,969		
		35,492	36,025	36,565	37,114	37,671	38,236	38,809	39,391	39,982	40,582	41,190	41,809	42,435	43,072	43,717	44,373	45,039	45,714	46,224	

Unified Pay Schedule Effective July 1, 2020

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	201	8	28,570	28,999	29,433	29,875	30,324	30,779	31,240	31,708	32,184	32,667	33,157	33,654	34,158	34,671	35,191	35,719	36,255	36,799	
			37,351	37,911	38,480	39,057	39,642	40,237	40,841	41,454	42,075	42,705	43,347	43,997	44,657	45,327	46,007	46,697	47,397	48,108	48,645
	216	7	26,864	27,268	27,676	28,091	28,512	28,941	29,375	29,815	30,262	30,716	31,176	31,646	32,119	32,601	33,090	33,587	34,089	34,602	
			35,121	35,648	36,183	36,725	37,275	37,835	38,403	38,978	39,564	40,157	40,759	41,370	41,990	42,621	43,260	43,909	44,568	45,236	45,740
	216	8	30,702	31,163	31,630	32,105	32,585	33,075	33,571	34,074	34,586	35,104	35,631	36,165	36,708	37,259	37,818	38,385	38,961	39,544	
			40,138	40,740	41,351	41,972	42,600	43,240	43,889	44,547	45,215	45,893	46,581	47,280	47,989	48,709	49,440	50,182	50,934	51,698	52,275
	260	8	36,956	37,511	38,073	38,644	39,224	39,813	40,409	41,015	41,631	42,256	42,889	43,533	44,185	44,848	45,521	46,203	46,897	47,599	
			48,314	49,039	49,774	50,522	51,279	52,048	52,829	53,621	54,425	55,241	56,070	56,912	57,765	58,632	59,511	60,404	61,310	62,229	62,924
114	191	7	24,944	25,318	25,698	26,083	26,475	26,872	27,275	27,685	28,099	28,520	28,949	29,383	29,824	30,271	30,724	31,187	31,654	32,128	
			32,610	33,099	33,596	34,101	34,612	35,131	35,657	36,192	36,735	37,287	37,846	38,413	38,990	39,574	40,168	40,770	41,382	42,003	42,467
	191	8	28,508	28,935	29,370	29,810	30,257	30,711	31,171	31,638	32,114	32,595	33,085	33,580	34,084	34,595	35,115	35,641	36,175	36,719	
			37,269	37,828	38,395	38,971	39,557	40,149	40,752	41,363	41,983	42,614	43,252	43,902	44,559	45,229	45,906	46,596	47,293	48,003	48,534
	260	8	38,806	39,388	39,979	40,579	41,188	41,806	42,433	43,069	43,714	44,370	45,036	45,711	46,398	47,093	47,799	48,516	49,245	49,983	
			50,733	51,494	52,266	53,050	53,847	54,654	55,474	56,306	57,151	58,007	58,878	59,760	60,657	61,567	62,490	63,428	64,378	65,345	66,066
115	191	7	26,191	26,583	26,982	27,387	27,798	28,215	28,639	29,068	29,504	29,946	30,395	30,851	31,314	31,784	32,261	32,744	33,236	33,733	
			34,240	34,753	35,275	35,804	36,342	36,886	37,439	38,001	38,570	39,150	39,737	40,333	40,938	41,553	42,175	42,807	43,450	44,102	44,587
	191	8	29,932	30,382	30,838	31,300	31,769	32,245	32,730	33,220	33,718	34,224	34,737	35,258	35,788	36,324	36,869	37,423	37,984	38,553	
			39,131	39,718	40,315	40,918	41,532	42,156	42,788	43,430	44,081	44,743	45,414	46,095	46,786	47,488	48,200	48,923	49,658	50,402	50,956

Unified Pay Schedule Effective July 1, 2020

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
115	201	8	31,499	31,972	32,451	32,939	33,433	33,933	34,443	34,960	35,484	36,015	36,556	37,105	37,660	38,227	38,800	39,382	39,972	40,573	
			41,181	41,799	42,425	43,061	43,707	44,363	45,029	45,703	46,390	47,085	47,792	48,508	49,235	49,974	50,724	51,485	52,257	53,041	53,837
	260	8	40,745	41,357	41,977	42,606	43,246	43,894	44,553	45,221	45,900	46,588	47,286	47,996	48,715	49,447	50,188	50,942	51,705	52,481	
			53,268	54,067	54,878	55,701	56,537	57,385	58,245	59,119	60,006	60,906	61,819	62,747	63,689	64,644	65,614	66,598	67,596	68,610	69,365
116	191	7	27,494	27,907	28,325	28,751	29,181	29,620	30,064	30,514	30,972	31,437	31,909	32,387	32,874	33,366	33,866	34,375	34,890	35,413	
			35,944	36,484	37,030	37,586	38,150	38,722	39,303	39,892	40,491	41,099	41,715	42,341	42,976	43,621	44,274	44,939	45,612	46,297	46,822
	191	8	31,422	31,893	32,372	32,857	33,350	33,851	34,359	34,874	35,397	35,928	36,466	37,014	37,569	38,133	38,704	39,285	39,875	40,473	
			41,080	41,696	42,321	42,956	43,600	44,255	44,919	45,592	46,275	46,970	47,674	48,390	49,116	49,853	50,600	51,359	52,130	52,912	53,511
	201	7	28,933	29,368	29,809	30,255	30,709	31,170	31,637	32,113	32,594	33,083	33,579	34,082	34,594	35,114	35,640	36,174	36,716	37,268	
			37,827	38,394	38,970	39,554	40,147	40,750	41,361	41,982	42,612	43,250	43,900	44,558	45,226	45,904	46,593	47,291	48,001	48,721	49,273
	201	8	33,067	33,563	34,067	34,577	35,096	35,623	36,157	36,700	37,250	37,809	38,377	38,952	39,536	40,129	40,731	41,343	41,962	42,591	
			43,230	43,878	44,537	45,205	45,883	46,571	47,270	47,979	48,699	49,428	50,171	50,923	51,687	52,462	53,249	54,048	54,858	55,682	56,312
	216	7	31,094	31,560	32,033	32,513	33,001	33,496	33,999	34,509	35,026	35,551	36,085	36,626	37,176	37,733	38,300	38,873	39,457	40,049	
			40,650	41,259	41,878	42,507	43,144	43,791	44,448	45,115	45,792	46,477	47,175	47,883	48,601	49,330	50,070	50,821	51,583	52,357	52,950
	216	8	35,536	36,068	36,609	37,159	37,716	38,282	38,856	39,438	40,030	40,630	41,241	41,858	42,486	43,124	43,770	44,427	45,094	45,769	
			46,457	47,153	47,860	48,579	49,307	50,046	50,798	51,559	52,332	53,118	53,915	54,724	55,544	56,377	57,223	58,082	58,952	59,837	60,515
	260	8	42,774	43,415	44,066	44,727	45,398	46,080	46,771	47,473	48,184	48,907	49,641	50,385	51,141	51,908	52,686	53,477	54,279	55,093	
			55,920	56,759	57,610	58,475	59,352	60,241	61,145	62,062	62,993	63,939	64,897	65,871	66,858	67,862	68,880	69,912	70,961	72,026	72,842

Unified Pay Schedule Effective July 1, 2020

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	
117	191	7	28,869	29,304	29,742	30,189	30,642	31,101	31,567	32,041	32,522	33,010	33,505	34,007	34,518	35,035	35,560	36,095	36,635	37,185		
			37,743	38,309	38,883	39,467	40,059	40,659	41,269	41,888	42,517	43,154	43,802	44,460	45,126	45,803	46,491	47,186	47,895	48,613	49,158	
	191	8	32,994	33,489	33,992	34,502	35,019	35,544	36,077	36,619	37,167	37,725	38,291	38,865	39,448	40,040	40,640	41,251	41,869	42,497		
			43,135	43,782	44,438	45,104	45,781	46,468	47,166	47,873	48,591	49,319	50,059	50,810	51,573	52,346	53,131	53,928	54,737	55,557	56,180	
	201	7	30,382	30,838	31,300	31,769	32,246	32,730	33,220	33,719	34,224	34,738	35,259	35,788	36,324	36,870	37,423	37,984	38,554	39,131		
			39,719	40,315	40,918	41,533	42,157	42,789	43,430	44,082	44,743	45,415	46,095	46,786	47,488	48,200	48,923	49,658	50,402	51,159	51,731	
	216	7	32,648	33,138	33,635	34,140	34,651	35,172	35,699	36,236	36,778	37,330	37,890	38,458	39,035	39,621	40,215	40,818	41,430	42,053		
			42,683	43,323	43,973	44,632	45,302	45,982	46,671	47,372	48,082	48,804	49,534	50,279	51,032	51,798	52,575	53,363	54,164	54,977	55,591	
	216	8	37,313	37,872	38,441	39,017	39,603	40,196	40,799	41,412	42,032	42,663	43,303	43,953	44,612	45,281	45,960	46,650	47,349	48,059		
			48,780	49,512	50,254	51,009	51,773	52,550	53,339	54,139	54,950	55,776	56,612	57,461	58,323	59,197	60,086	60,986	61,902	62,830	63,533	
	260	8	44,914	45,587	46,270	46,965	47,670	48,385	49,110	49,846	50,595	51,353	52,123	52,906	53,699	54,505	55,323	56,152	56,994	57,850		
			58,717	59,598	60,491	61,399	62,321	63,254	64,204	65,167	66,145	67,136	68,144	69,166	70,204	71,256	72,325	73,409	74,511	75,629	76,476	
117.1	201	7	32,105	32,480	32,860	33,245	33,634	34,027	34,425	34,828	35,236	35,648	36,065	36,486	36,914	37,345	37,783	38,225	38,671	39,124	39,582	
			40,045	40,513	40,988	41,467	41,953	42,443	42,940	43,442	43,951	44,465	44,985	45,511	46,044	46,582	47,127	47,679	48,237	48,801	49,372	
118	191	7	30,318	30,772	31,233	31,702	32,177	32,660	33,150	33,648	34,152	34,665	35,184	35,712	36,248	36,791	37,342	37,903	38,472	39,049		
			39,635	40,229	40,833	41,445	42,067	42,697	43,339	43,989	44,649	45,318	45,997	46,687	47,387	48,098	48,820	49,553	50,295	51,050	51,622	
	191	8	34,647	35,168	35,695	36,231	36,774	37,326	37,886	38,454	39,031	39,616	40,210	40,813	41,425	42,048	42,678	43,318	43,968	44,627		
			45,296	45,977	46,666	47,366	48,077	48,797	49,529	50,273	51,027	51,792	52,569	53,357	54,157	54,970	55,794	56,631	57,480	58,343	58,997	

Unified Pay Schedule Effective July 1, 2020

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	
118	201	7	31,905	32,383	32,869	33,362	33,862	34,369	34,885	35,408	35,940	36,479	37,026	37,581	38,145	38,718	39,298	39,888	40,486	41,093		
			41,710	42,335	42,971	43,614	44,269	44,933	45,607	46,292	46,986	47,690	48,405	49,131	49,869	50,617	51,376	52,147	52,929	53,722	54,324	
	201	8	36,462	37,009	37,565	38,128	38,699	39,280	39,869	40,468	41,074	41,689	42,315	42,950	43,595	44,249	44,912	45,586	46,269	46,964		
			47,668	48,384	49,109	49,845	50,593	51,352	52,122	52,904	53,698	54,503	55,321	56,150	56,993	57,848	58,716	59,597	60,490	61,397	62,085	
	216	7	34,285	34,799	35,322	35,851	36,389	36,935	37,488	38,051	38,622	39,201	39,789	40,386	40,993	41,607	42,231	42,865	43,507	44,160		
			44,822	45,494	46,177	46,869	47,572	48,287	49,011	49,746	50,492	51,249	52,018	52,798	53,590	54,394	55,211	56,038	56,878	57,732	58,379	
	216	8	39,183	39,771	40,368	40,972	41,587	42,211	42,844	43,488	44,139	44,802	45,473	46,156	46,848	47,550	48,263	48,988	49,723	50,469		
			51,225	51,995	52,774	53,565	54,369	55,185	56,011	56,852	57,706	58,572	59,450	60,341	61,246	62,165	63,097	64,044	65,005	65,980	66,718	
	260	8	47,165	47,872	48,591	49,319	50,059	50,810	51,572	52,345	53,131	53,927	54,736	55,557	56,391	57,236	58,095	58,967	59,852	60,749		
			61,661	62,585	63,524	64,476	65,444	66,426	67,422	68,433	69,459	70,501	71,559	72,632	73,722	74,828	75,950	77,090	78,245	79,420	80,309	
119	191	7	31,822	32,298	32,783	33,274	33,773	34,280	34,795	35,317	35,847	36,384	36,930	37,484	38,046	38,617	39,196	39,784	40,381	40,986		
			41,602	42,226	42,858	43,501	44,154	44,817	45,489	46,170	46,863	47,567	48,281	49,004	49,739	50,486	51,243	52,011	52,791	53,584	54,201	
	191	8	36,367	36,913	37,467	38,029	38,599	39,178	39,766	40,362	40,967	41,581	42,206	42,838	43,482	44,133	44,795	45,468	46,150	46,842		
			47,544	48,257	48,981	49,717	50,461	51,219	51,986	52,767	53,558	54,361	55,178	56,004	56,845	57,698	58,562	59,442	60,333	61,239	61,944	
	201	7	33,487	33,991	34,500	35,017	35,542	36,075	36,617	37,166	37,723	38,289	38,864	39,445	40,038	40,638	41,249	41,867	42,494	43,133		
			43,779	44,436	45,102	45,779	46,466	47,163	47,871	48,588	49,317	50,057	50,808	51,570	52,343	53,129	53,925	54,734	55,555	56,389	57,038	
	201	8	38,271	38,845	39,428	40,020	40,620	41,228	41,848	42,475	43,112	43,759	44,415	45,081	45,758	46,444	47,140	47,847	48,566	49,295		
			50,034	50,784	51,546	52,319	53,103	53,900	54,709	55,530	56,362	57,209	58,066	58,937	59,821	60,719	61,629	62,554	63,492	64,444	65,186	

Unified Pay Schedule Effective July 1, 2020

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	
119	216	7	35,987	36,526	37,074	37,631	38,195	38,767	39,350	39,939	40,539	41,147	41,764	42,389	43,027	43,671	44,327	44,991	45,666	46,352		
			47,047	47,752	48,468	49,196	49,933	50,682	51,443	52,214	52,997	53,793	54,600	55,418	56,249	57,094	57,950	58,819	59,702	60,596	61,295	
	216	8	41,126	41,745	42,371	43,006	43,651	44,306	44,970	45,644	46,329	47,025	47,730	48,446	49,172	49,910	50,659	51,418	52,189	52,974		
			53,767	54,573	55,393	56,222	57,067	57,923	58,792	59,673	60,569	61,476	62,400	63,336	64,286	65,249	66,228	67,222	68,230	69,254	70,052	
	260	8	49,506	50,248	51,001	51,766	52,542	53,331	54,131	54,943	55,767	56,603	57,454	58,314	59,189	60,076	60,978	61,893	62,822	63,763		
			64,720	65,691	66,676	67,677	68,691	69,722	70,768	71,829	72,907	74,000	75,111	76,237	77,380	78,541	79,719	80,916	82,128	83,361	84,321	
120	191	7	33,425	33,927	34,436	34,952	35,477	36,009	36,550	37,097	37,654	38,218	38,793	39,374	39,965	40,563	41,173	41,789	42,417	43,053		
			43,699	44,355	45,021	45,695	46,380	47,076	47,782	48,499	49,227	49,966	50,714	51,475	52,248	53,031	53,826	54,634	55,453	56,285	56,909	
	191	8	38,201	38,774	39,356	39,946	40,545	41,153	41,771	42,397	43,034	43,678	44,334	44,999	45,674	46,359	47,055	47,761	48,477	49,204		
			49,941	50,692	51,451	52,223	53,006	53,801	54,608	55,428	56,258	57,104	57,960	58,830	59,711	60,607	61,516	62,439	63,376	64,326	65,038	
	201	7	35,176	35,704	36,240	36,782	37,334	37,894	38,462	39,041	39,626	40,220	40,824	41,436	42,057	42,688	43,328	43,978	44,638	45,308		
			45,987	46,677	47,377	48,088	48,809	49,541	50,284	51,038	51,804	52,581	53,370	54,170	54,983	55,808	56,646	57,494	58,356	59,231	59,888	
	201	8	40,201	40,804	41,416	42,037	42,668	43,308	43,958	44,617	45,286	45,966	46,655	47,355	48,066	48,787	49,518	50,261	51,015	51,780		
			52,557	53,345	54,145	54,957	55,782	56,618	57,468	58,330	59,205	60,092	60,994	61,909	62,837	63,780	64,737	65,707	66,693	67,694	68,443	
	216	7	37,800	38,368	38,944	39,528	40,121	40,723	41,334	41,954	42,583	43,222	43,870	44,527	45,196	45,874	46,562	47,261	47,970	48,689		
			49,419	50,160	50,912	51,676	52,452	53,238	54,037	54,847	55,671	56,506	57,353	58,212	59,086	59,973	60,872	61,785	62,712	63,653	64,358	
	216	8	43,202	43,849	44,507	45,175	45,852	46,540	47,238	47,946	48,666	49,397	50,137	50,889	51,652	52,427	53,213	54,011	54,821	55,645		
			56,479	57,326	58,185	59,058	59,944	60,843	61,756	62,683	63,624	64,577	65,546	66,530	67,527	68,540	69,568	70,612	71,671	72,745	73,551	

Unified Pay Schedule Effective July 1, 2020

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
120	260	8	52,002	52,781	53,574	54,377	55,192	56,020	56,861	57,714	58,580	59,458	60,349	61,255	62,173	63,106	64,053	65,014	65,989	66,979	
			67,983	69,003	70,038	71,089	72,155	73,237	74,337	75,451	76,584	77,732	78,898	80,081	81,283	82,502	83,739	84,996	86,270	87,564	88,534
121	191	7	35,088	35,614	36,148	36,691	37,240	37,799	38,367	38,943	39,527	40,120	40,722	41,331	41,952	42,581	43,219	43,868	44,526	45,194	
			45,873	46,560	47,258	47,968	48,687	49,417	50,159	50,911	51,675	52,449	53,236	54,035	54,845	55,669	56,503	57,351	58,210	59,084	59,760
121	191	8	40,100	40,702	41,313	41,932	42,561	43,200	43,848	44,506	45,173	45,850	46,539	47,236	47,945	48,664	49,394	50,135	50,887	51,651	
			52,425	53,211	54,009	54,819	55,642	56,477	57,324	58,183	59,056	59,942	60,841	61,754	62,680	63,621	64,575	65,544	66,526	67,524	68,297
121	201	7	36,925	37,479	38,041	38,612	39,190	39,779	40,376	40,981	41,596	42,220	42,853	43,496	44,149	44,811	45,483	46,164	46,858	47,561	
			48,274	48,998	49,732	50,478	51,236	52,005	52,784	53,577	54,380	55,195	56,024	56,864	57,717	58,583	59,461	60,352	61,258	62,177	62,889
121	201	8	42,201	42,833	43,476	44,127	44,789	45,461	46,144	46,835	47,537	48,251	48,974	49,709	50,455	51,211	51,980	52,761	53,551	54,354	
			55,170	55,997	56,838	57,689	58,555	59,433	60,326	61,230	62,149	63,080	64,026	64,987	65,962	66,952	67,956	68,976	70,010	71,059	71,872
121	216	7	39,680	40,276	40,880	41,494	42,116	42,747	43,389	44,040	44,700	45,371	46,051	46,742	47,443	48,154	48,877	49,611	50,354	51,109	
			51,876	52,654	53,444	54,246	55,060	55,886	56,724	57,574	58,438	59,315	60,205	61,107	62,024	62,954	63,899	64,857	65,830	66,817	67,582
121	216	8	45,349	46,030	46,720	47,421	48,132	48,854	49,587	50,331	51,086	51,853	52,630	53,418	54,220	55,033	55,859	56,697	57,547	58,410	
			59,287	60,176	61,079	61,995	62,925	63,869	64,827	65,799	66,787	67,788	68,805	69,836	70,885	71,948	73,027	74,122	75,234	76,363	77,235
121	260	8	54,587	55,405	56,237	57,080	57,936	58,806	59,687	60,583	61,492	62,414	63,350	64,301	65,266	66,245	67,238	68,247	69,270	70,310	
			71,364	72,434	73,521	74,624	75,743	76,878	78,032	79,203	80,391	81,597	82,821	84,062	85,323	86,604	87,903	89,221	90,560	91,918	92,970
122	191	7	36,850	37,403	37,964	38,534	39,112	39,698	40,294	40,898	41,511	42,134	42,766	43,408	44,059	44,720	45,390	46,071	46,762	47,464	
			48,176	48,898	49,631	50,377	51,132	51,899	52,677	53,467	54,270	55,084	55,910	56,748	57,600	58,463	59,341	60,231	61,135	62,052	62,755

Unified Pay Schedule Effective July 1, 2020

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	
122	201	8	44,320	44,985	45,659	46,344	47,039	47,744	48,461	49,189	49,926	50,675	51,435	52,207	52,989	53,785	54,591	55,410	56,241	57,084		
			57,941	58,809	59,692	60,587	61,496	62,418	63,354	64,305	65,270	66,249	67,243	68,251	69,274	70,314	71,368	72,439	73,527	74,628	75,748	
	216	7	41,673	42,298	42,933	43,576	44,230	44,894	45,568	46,252	46,946	47,649	48,363	49,090	49,826	50,573	51,332	52,102	52,883	53,677		
			54,482	55,298	56,129	56,970	57,825	58,692	59,572	60,467	61,373	62,293	63,228	64,177	65,139	66,116	67,108	68,115	69,136	70,174	70,969	
	216	8	47,627	48,341	49,066	49,803	50,549	51,308	52,077	52,858	53,651	54,456	55,273	56,102	56,944	57,797	58,664	59,545	60,438	61,345		
			62,265	63,199	64,147	65,109	66,085	67,076	68,083	69,104	70,140	71,193	72,260	73,344	74,445	75,562	76,695	77,845	79,012	80,198	81,106	
	260	8	57,329	58,189	59,062	59,947	60,846	61,760	62,686	63,627	64,580	65,549	66,533	67,530	68,543	69,572	70,615	71,674	72,748	73,841		
			74,948	76,072	77,214	78,372	79,547	80,741	81,951	83,181	84,429	85,695	86,981	88,285	89,609	90,953	92,317	93,703	95,108	96,535	97,628	
123.1	201	8	49,811	50,393	50,983	51,579	52,183	52,793	53,411	54,037	54,668	55,309	55,955	56,610	57,272	57,942	58,620	59,306	60,000	60,702	61,412	
			62,130	62,858	63,593	64,338	65,089	65,851	66,621	67,402	68,190	68,988	69,795	70,612	71,438	72,273	73,119	73,975	74,841	75,716	76,602	
123	216	7	43,747	44,404	45,070	45,746	46,432	47,129	47,836	48,552	49,281	50,020	50,771	51,532	52,306	53,090	53,887	54,694	55,515	56,348		
			57,192	58,051	58,922	59,806	60,702	61,613	62,537	63,476	64,427	65,393	66,375	67,371	68,381	69,407	70,448	71,504	72,576	73,666	74,517	
	216	8	49,997	50,747	51,509	52,281	53,065	53,861	54,669	55,490	56,321	57,166	58,024	58,895	59,777	60,675	61,585	62,508	63,446	64,398		
			65,363	66,343	67,339	68,349	69,374	70,415	71,471	72,542	73,632	74,735	75,856	76,995	78,150	79,321	80,512	81,718	82,945	84,189	85,162	
	260	8	60,181	61,084	62,001	62,931	63,874	64,832	65,805	66,792	67,794	68,811	69,843	70,891	71,955	73,033	74,130	75,241	76,371	77,515		
			78,679	79,858	81,056	82,271	83,506	84,758	86,030	87,320	88,631	89,960	91,308	92,678	94,069	95,479	96,912	98,366	99,842	101,339	102,509	
124	216	8	52,497	53,285	54,084	54,895	55,719	56,554	57,403	58,263	59,138	60,025	60,926	61,839	62,766	63,707	64,663	65,633	66,617	67,618		
			68,632	69,661	70,705	71,766	72,843	73,936	75,045	76,171	77,313	78,473	79,649	80,845	82,057	83,287	84,538	85,806	87,093	88,398	89,402	

Unified Pay Schedule Effective July 1, 2020

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
124	260	8	63,190	64,140	65,101	66,078	67,068	68,075	69,096	70,132	71,185	72,252	73,335	74,437	75,551	76,686	77,836	79,003	80,188	81,391	
			82,612	83,851	85,109	86,386	87,681	88,996	90,331	91,687	93,062	94,457	95,875	97,313	98,772	100,254	101,758	103,284	104,834	106,405	107,614
125	216	8	55,126	55,953	56,793	57,644	58,509	59,388	60,278	61,182	62,100	63,031	63,976	64,936	65,910	66,899	67,902	68,920	69,955	71,004	
			72,069	73,150	74,247	75,361	76,491	77,639	78,803	79,985	81,185	82,403	83,639	84,894	86,168	87,459	88,773	90,103	91,455	92,827	93,884
	260	8	66,356	67,351	68,361	69,387	70,428	71,484	72,557	73,645	74,749	75,872	77,009	78,164	79,336	80,526	81,735	82,961	84,204	85,468	
			86,750	88,051	89,371	90,712	92,073	93,454	94,856	96,279	97,722	99,189	100,677	102,187	103,720	105,275	106,854	108,458	110,084	111,736	113,008
126	216	8	57,886	58,754	59,635	60,529	61,438	62,360	63,294	64,245	65,208	66,186	67,178	68,186	69,209	70,247	71,301	72,371	73,456	74,558	
			75,676	76,811	77,964	79,134	80,320	81,525	82,748	83,989	85,249	86,528	87,825	89,142	90,480	91,837	93,215	94,613	96,032	97,472	98,569
	260	8	69,677	70,722	71,784	72,861	73,953	75,062	76,189	77,330	78,490	79,668	80,864	82,076	83,308	84,557	85,826	87,113	88,420	89,746	
			91,092	92,458	93,845	95,253	96,682	98,131	99,603	101,098	102,614	104,153	105,716	107,302	108,912	110,546	112,203	113,886	115,595	117,328	118,647
128	216	8	63,811	64,768	65,740	66,725	67,727	68,743	69,773	70,821	71,884	72,961	74,056	75,166	76,294	77,438	78,599	79,778	80,975	82,191	
			83,423	84,674	85,944	87,234	88,542	89,870	91,219	92,586	93,975	95,385	96,816	98,268	99,742	101,238	102,757	104,298	105,863	107,450	108,679
	260	8	76,809	77,962	79,132	80,319	81,524	82,747	83,987	85,247	86,526	87,824	89,141	90,478	91,835	93,213	94,611	96,030	97,470	98,933	
			100,416	101,923	103,452	105,003	106,578	108,177	109,799	111,446	113,118	114,815	116,538	118,286	120,060	121,860	123,688	125,544	127,428	129,338	130,818
129	216	8	67,015	68,020	69,040	70,076	71,127	72,195	73,277	74,376	75,492	76,623	77,773	78,940	80,124	81,326	82,546	83,784	85,041	86,317	
			87,611	88,925	90,259	91,613	92,987	94,382	95,798	97,236	98,693	100,173	101,676	103,202	104,749	106,321	107,916	109,535	111,177	112,845	114,104
	260	8	80,666	81,875	83,104	84,351	85,616	86,900	88,204	89,526	90,870	92,233	93,616	95,020	96,445	97,891	99,360	100,852	102,364	103,899	
			105,458	107,040	108,644	110,275	111,929	113,608	115,312	117,042	118,797	120,579	122,388	124,224	126,086	127,978	129,898	131,846	133,824	135,832	137,348

Unified Pay Schedule Effective July 1, 2020

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
130	216	8	70,366	71,421	72,493	73,581	74,684	75,805	76,942	78,095	79,266	80,456	81,663	82,888	84,131	85,392	86,675	87,974	89,294	90,633	
			91,993	93,373	94,773	96,195	97,638	99,102	100,588	102,097	103,629	105,184	106,761	108,363	109,989	111,638	113,313	115,012	116,737	118,488	119,827
	260	8	84,701	85,971	87,261	88,569	89,898	91,246	92,615	94,004	95,415	96,845	98,298	99,772	101,270	102,789	104,330	105,895	107,484	109,095	
			110,732	112,393	114,080	115,789	117,526	119,289	121,079	122,895	124,739	126,610	128,510	130,437	132,394	134,379	136,395	138,441	140,518	142,626	144,236
131	216	8	73,866	74,974	76,099	77,241	78,399	79,574	80,768	81,981	83,210	84,458	85,725	87,011	88,316	89,641	90,985	92,350	93,735	95,142	
			96,569	98,017	99,487	100,979	102,495	104,032	105,591	107,176	108,783	110,415	112,072	113,752	115,459	117,190	118,949	120,733	122,544	124,382	125,807
	260	8	88,913	90,247	91,601	92,974	94,369	95,784	97,221	98,680	100,160	101,662	103,187	104,736	106,306	107,901	109,518	111,162	112,829	114,522	
			116,239	117,983	119,753	121,549	123,372	125,223	127,101	129,008	130,943	132,907	134,900	136,925	138,978	141,063	143,178	145,327	147,506	149,719	151,435
131.1	260	8	93,738	94,835	95,944	97,067	98,203	99,351	100,514	101,690	102,879	104,083	105,301	106,533	107,779	109,040	110,316	111,606	112,912	114,233	115,569
			116,922	118,289	119,674	121,074	122,491	123,924	125,373	126,840	128,324	129,826	131,344	132,882	134,436	136,009	137,600	139,210	140,839	142,487	144,154
132	216	8	77,570	78,733	79,914	81,112	82,329	83,565	84,818	86,090	87,381	88,693	90,023	91,373	92,744	94,135	95,547	96,980	98,435	99,911	
			101,410	102,931	104,475	106,042	107,632	109,248	110,885	112,550	114,238	115,952	117,691	119,455	121,247	123,066	124,912	126,786	128,688	130,618	132,103
	260	8	93,371	94,771	96,193	97,635	99,100	100,586	102,095	103,627	105,181	106,759	108,361	109,987	111,636	113,311	115,010	116,735	118,486	120,263	
			122,068	123,898	125,757	127,644	129,558	131,502	133,473	135,476	137,508	139,571	141,664	143,789	145,947	148,136	150,357	152,612	154,901	157,226	159,014
132.1	260	8	103,112	104,319	105,538	106,774	108,023	109,287	110,565	111,859	113,168	114,492	115,831	117,187	118,558	119,945	121,348	122,768	124,204	125,658	127,128
			128,615	130,119	131,642	133,182	134,741	136,317	137,912	139,526	141,158	142,809	144,481	146,171	147,881	149,612	151,362	153,133	154,925	156,737	158,571
133	260	8	98,029	99,500	100,992	102,507	104,045	105,606	107,190	108,797	110,429	112,086	113,768	115,473	117,206	118,964	120,749	122,560	124,397	126,264	
			128,158	130,080	132,031	134,012	136,022	138,062	140,134	142,236	144,369	146,534	148,732	150,963	153,228	155,527	157,859	160,227	162,631	165,071	166,949

Unified Pay Schedule Effective July 1, 2020

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
133.1	260	8	113,423	114,750	116,092	117,451	118,825	120,215	121,622	123,045	124,484	125,940	127,414	128,906	130,414	131,940	133,483	135,045	136,625	138,223	139,841
			141,477	143,133	144,807	146,502	148,215	149,949	151,704	153,478	155,274	157,090	158,928	160,788	162,669	164,572	166,498	168,446	170,417	172,411	174,428
135	260	8	108,081	109,704	111,349	113,019	114,714	116,435	118,181	119,954	121,753	123,580	125,434	127,314	129,225	131,163	133,131	135,128	137,154	139,212	
			141,300	143,419	145,571	147,754	149,971	152,221	154,504	156,821	159,173	161,561	163,984	166,445	168,941	171,474	174,047	176,657	179,308	181,998	184,067
136	260	8	113,499	115,201	116,929	118,683	120,463	122,269	124,104	125,966	127,855	129,774	131,719	133,696	135,701	137,736	139,802	141,899	144,028	146,187	
			148,380	150,607	152,865	155,159	157,486	159,849	162,246	164,679	167,151	169,658	172,202	174,785	177,407	180,068	182,769	185,511	188,293	191,117	193,273
137	260	8	119,161	120,948	122,761	124,603	126,472	128,369	130,295	132,248	134,233	136,247	138,290	140,364	142,470	144,606	146,776	148,977	151,212	153,480	
			155,783	158,119	160,491	162,899	165,341	167,822	170,339	172,894	175,488	178,120	180,792	183,504	186,257	189,050	191,886	194,765	197,686	200,651	202,946
139	260	8	131,374	133,346	135,346	137,376	139,436	141,527	143,651	145,805	147,993	150,212	152,466	154,752	157,074	159,430	161,821	164,249	166,712	169,213	
			171,751	174,327	176,943	179,597	182,290	185,024	187,800	190,618	193,477	196,379	199,324	202,314	205,350	208,430	211,555	214,729	217,951	221,219	223,742
140	260	8	137,950	140,019	142,120	144,252	146,415	148,612	150,840	153,103	155,399	157,731	160,097	162,498	164,936	167,410	169,921	172,470	175,057	177,682	
			180,347	183,052	185,799	188,586	191,414	194,286	197,200	200,159	203,160	206,207	209,301	212,440	215,627	218,861	222,144	225,477	228,858	232,291	234,933

**Supplemental Pay Schedule
Effective July 1, 2020**

SUPPLEMENT / DUTY	AMOUNT	ADDITIONAL INFORMATION
Acting Director	5%	
Additional Responsibilities / Supervisory / Administrative	5%	
Additional Teaching Period (Semester or year- long class)	\$25	Daily rate per class
Administrative Dean	5%	
Advance I Certificate	\$288	For positions where certificate is not required
Advance II Certificate	\$360	For positions where certificate is not required
Advance III Certificate	\$432	For positions where certificate is not required
Associate Degree	\$216	For positions where degree is not required
Attendance Bonus	\$100*	For bus operators and monitors with perfect attendance each quarter
Attendance/Engagement Summer Specialist	\$1,500	
Bachelor's Degree	\$504	For positions where degree is not required
Band Director	11%	
Basic Certificate	\$144	For positions where certificate is not required
Certified Nurse Aide Program Coordinator	5%	
Crossing Guard	\$2,000	
Department Chair	5%	
Doctorate	\$1,200	For positions where degree is not required
Engagement Summer Initiative	\$900	
Home/Family Visit Coordinator	\$700	
Instructional Assistant as Teacher Substitute	\$35	Daily rate for full day assignment
Lead Security Specialist	\$960	
Master's Degree	\$576	For positions where degree is not required

\$ Annual supplement; % Based on annual salary; * Paid Each Quarter

**Supplemental Pay Schedule
Effective July 1, 2020**

SUPPLEMENT / DUTY	AMOUNT	ADDITIONAL INFORMATION
Mentor Program Site Coordinator	\$700	
National Board Certification	5%	For Teachers 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
Special Needs Bus Operator	\$500	
Speech Pathologist	10%	
Student Activities Director – High	13%	
Student Activities Director – Middle	10%	
Virtual Learning	5%	For Instructional Assistants
Web Content Specialist	\$600	

\$ Annual supplement; % Based on annual salary

**Substitute Rate Schedule
Effective July 1, 2020**

JOB TITLE	HOURLY RATE	HOURS PER DAY	DAILY RATE
Attendance Helper	\$11.30	7	\$79.10
Bus Monitor	\$12.50	6	\$64.20
Bus Operator	\$14.00	6	\$74.40
Clerical	\$11.30	8	\$90.40
CNA	\$19.00	7	\$133.00
Counselor	\$33.10	8	\$264.80
Custodian	\$7.70	8	\$61.60
Instructional Assistant	\$7.55	7	\$52.85
Instructional Assistant I Long-Term	\$11.70	7	\$81.90
Instructional Assistant II Long-Term	\$12.60	7	\$88.20
Instructional Assistant III Long-Term	\$13.55	7	\$94.85
Librarian Long-Term	\$32.30	8	\$258.40
LPN	\$20.70	7	\$144.90
RN	\$24.00	7	\$168.00
Security	\$9.50	8	\$76.00
Security Long-Term	\$14.35	8	\$114.80
Teacher Degreed	\$10.75	8	\$86.00
Teacher Degreed Long-Term	\$18.60	8	\$148.80
Teacher Non-Degreed (60 credit hours)	\$9.25	8	\$74.00
Teacher Non-Degreed Long-Term (60 credit hours)	\$18.35	8	\$146.80

**Temporary Rate Schedule
Effective July 1, 2020**

JOB TITLE	HOURLY RATE
Academic Coach	\$21.00
Academic Coach Coordinator	\$35.00
Algebra Readiness Administrator	\$30.00
Attendance Officer	\$17.11
Before and After School	\$21.00 (Teacher)
	\$15.00 (Instructional Assistant)
	\$10.00 (Clerical)
Bilingual Parent Resource Liaison	\$21.00
Career and Technical Education Finance Officer – RTC (Night)	\$11.00
Career and Technical Education Office Associate – RTC (Night)	\$10.00
Career and Technical Education Teacher – RTC (Day or Night)	\$29.55
Career Coach Richmond Teacher Residency	\$25.00
COE	\$7.25
Coordinator of Student Conduct	\$30.55
Data Coach	\$21.00
Driver Range Instructor	\$18.00
English as a Second Language Instructional Assistant	\$13.00
English as a Second Language Instructor for Adults	\$30.55
English as a Second Language Parent Facilitator	\$21.00
Food Service Assistant	\$10.00
Food Service Lead – PHSSA	\$10.00
Food Service Worker – PHSSA	\$8.50
Foreign Language Temp	\$30.00
Free/Reduced Lunch Application	\$11.00
GED Adult Education Enrollment/Data Coordinator	\$30.55
GED Data Clerical	\$10.00
GED Data Tech	\$11.00
GED Instructional Assistant	\$25.00
GED Instructor	\$30.55
GED Test Examiner	\$18.00
General Tutor: Algebra Readiness, Early Intervention, ESL Extended Day, Extended Day, Extended Day Saturday, Extended Day Twilight, Project Graduation, SOL, Title I	\$21.00 (Bachelor's Degree)
	\$16.00 (Associate's Degree/College Student)

**Temporary Rate Schedule
Effective July 1, 2020**

JOB TITLE	HOURLY RATE
General Tutor: Algebra Readiness, Early Intervention, ESL Extended Day, Extended Day, Extended Day Saturday, Extended Day Twilight, Project Graduation, SOL, Title I	\$15.00 (High School Student)
Homebound Teacher	\$22.00
Individual Student Alternative Ed Plan Coordinator – Youth GED	\$30.55
Instructor ABE/GED – Goochland	\$28.00
Interim Appointment	Minimum of current pay grade
Intern	\$8.50
Internal Facilitator – School Improvement	\$40.00
Instructional Coach	\$21.00
Job Coach	\$12.00
Lunch Monitor	\$7.25
Parent Facilitator	\$21.00
Per Class Hourly Teacher	\$31.20
Project Facilitator – Trainer for AP Classes	\$40.00
Reading Coach – R3	\$23.00
Regional Adult Education Specialist	\$30.55
Richmond Eagles Medford Basketball League Coach	\$21.00
Richmond Regional Instructional Career Counselor	\$30.55
Social Worker McKinney-Vento	\$21.00
Temporary	Salary contingent upon assignment
Temporary Administrator – Assistant Principal	\$40.00
Temporary Administrator – Principal	\$50.00
Temporary Clerical	\$11.00
Temporary Custodian	\$9.66
Temporary Information Technology	\$11.00 (College)
	\$7.25 (High School)
Temporary Instructional Specialist	\$40.00
Temporary Security	\$15.00
Temporary Speech Pathologist	\$30.00
Textbook Manager	\$30.00
VGLA Scorer	\$18.00

**Summer School Rate Schedule
Effective July 1, 2020**

JOB TITLE	HOURLY RATE
Instructional Assistant	\$15.28
Librarian Media Specialist	\$22.18
Nurse	\$22.18
Nurse Assistant	\$15.28
Office Associate	\$17.71
Peer Tutor	\$7.50
Principal	\$46.20
School Counselor	\$22.18
School Nutrition Assistant	\$10.00
School Nutrition Manager	\$20.00
Security Specialist	\$15.28
SIS Operator	\$17.71
Substitute Secretary	\$7.42
Substitute Security Specialist	\$7.42
Substitute Teacher	\$10.20
Teacher	\$22.18
Testing Coordinator	\$22.18

**Athletic Supplement Schedule
Effective July 1, 2020**

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, 2020**

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
Tennis Coach	Spring	\$500
Track and Field Coach	Fall, Spring	\$825

*Supplement paid by school

**Academic/Extracurricular Supplement Schedule
Effective July 1, 2020**

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
School Finances	\$1,100 up to	\$5,000
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	1 – 600	\$500
	601 – 1,200	\$800
	1,201 +	\$1,000

**Academic/Extracurricular Supplement Schedule
Effective July 1, 2020**

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
Finances	\$500

Middle School

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

Elementary School

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

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

**Contract Schedule
Effective July 1, 2020**

Teacher

CONTRACT LENGTH	PAYCHECKS	CONTRACT DATES	PAY START DATE	PAY END DATE
260 Days	24	7/1/20 – 6/30/21	July 15, 2020	June 30, 2021
230 Days	24	8/3/20 – 6/29/21	August 15, 2020	July 31, 2021
210 Days	24	8/19/20 – 6/25/21	August 31, 2020	August 15, 2021
200 Days	24	8/26/20 – 6/18/21	September 15, 2020	August 31, 2021

Support

CONTRACT LENGTH	PAYCHECKS	CONTRACT DATES	PAY START DATE	PAY END DATE
260 Days	24	7/1/20 – 6/30/21	July 15, 2020	June 30, 2021
216 Days	24	8/3/20 – 6/29/21	August 15, 2020	July 31, 2021
201 Days	24	8/24/20 – 6/25/21	August 31, 2020	August 15, 2021
191 Days	24	8/31/20 – 6/18/21	September 15, 2020	August 31, 2021
191 Days	20	8/31/20 – 6/18/21	September 15, 2020	June 30, 2021

Patrick Henry

CONTRACT LENGTH	PAYCHECKS	CONTRACT DATES	PAY START DATE	PAY END DATE
Assistant Principal – 216 Days	24	7/1/20 – 6/28/21	July 31, 2020	July 15, 2021
Teacher – 210 Days	24	7/20/20 – 6/24/21	August 15, 2020	July 31, 2021
Support – 201 Days	24	7/20/20 – 6/24/21	August 15, 2020	July 31, 2021
Teacher – 200 Days	24	7/27/20 – 6/17/21	August 15, 2020	July 31, 2021
Support – 191 Days	24	7/27/20 – 6/17/21	August 15, 2020	July 31, 2021

Transportation

CONTRACT LENGTH	PAYCHECKS	CONTRACT DATES	PAY START DATE	PAY END DATE
Bus Operators and Monitors 184 Days	24	8/24/20 – 8/26/20	September 15, 2020	August 31, 2021
		9/8/20 – 6/18/21		
Bus Operators and Monitors 184 Days	20	8/24/20 – 8/26/20	September 15, 2020	June 30, 2021
		9/8/20 – 6/18/21		

School Nutrition Services

CONTRACT LENGTH	PAYCHECKS	CONTRACT DATES	PAY START DATE	PAY END DATE
Food Service Assistants 183 Days	24	9/3/20 – 6/18/21	September 15, 2020	August 31, 2021
Food Service Assistants 183 Days	20	9/3/20 – 6/18/21	September 15, 2020	June 30, 2021



A Publication of Richmond Public Schools
Richmond, Virginia

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