



Salary Schedules
2023 – 2024 School Year
Effective July 1, 2023

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**Position Titles in Alpha Order
Effective July 1, 2023**

POSITION TITLE	PAY GRADE
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	128.1
Assistant Principal II	129.1
Assistant Principal III	130.1
Assistant Supervisor Transportation	118
Associate Benefits	113
Associate Talent	113
Associate Director Advocacy and Outreach	131
Associate Director Exceptional Education	131
Associate Director Family and Community Engagement	131
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
Benefits Associate	113
Budget Analyst	123
Bus Monitor	107.1
Bus Operator	109.1
Care and Safety Associate	112.1
Carpenter	110
Chief Academic Officer - Elementary	139
Chief Academic Officer - Secondary	139
Chief Engagement Officer	139
Chief of Staff	139
Chief Operating Officer	139
Chief Wellness Officer	139
Chief Talent Officer	139

**Position Titles in Alpha Order
Effective July 1, 2023**

POSITION TITLE	PAY GRADE
Child Care Lab Assistant	108.2
Clerk School Board	129
Coordinator Bilingual/ELL Learners	125
Coordinator Center for Families in Transition	125
Coordinator Community Hub	125
Coordinator Community Partnerships	125
Coordinator Curriculum and Instruction	125
Coordinator Early Childhood Education	125
Coordinator Early Childhood Student Support and Intervention	125
Coordinator Early Head Start and Head Start Disabilities	125
Coordinator Exceptional Education	125
Coordinator Family and Community Engagement	125
Coordinator Gifted and Talented	125
Coordinator Homebound Placement	125
Coordinator Intensive Supports	125
Coordinator Language Justice	125
Coordinator Long Term Substitutes	125
Coordinator Operations Quality Control – School Nutrition	121
Coordinator Professional Learning	125
Coordinator Purchase Card	125
Coordinator Risk Management	125
Coordinator School Health	125
Coordinator School Improvement	125
Coordinator Student Conduct	125
Coordinator Student Support Services	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 Specialist	122
Data and Assessment Specialist	122
Data Records Technician	109
Delivery Driver/Utility	107

**Position Titles in Alpha Order
Effective July 1, 2023**

POSITION TITLE	PAY GRADE
Desktop Technician	114
Desktop Technician Team Lead	116
Director Academic Programs and Student Supports	133
Director Advocacy and Outreach	133
Director Army Instruction	125
Director Benefits and Compensation	133
Director Curriculum and Instruction	133
Director Early Childhood Education and School Readiness	133
Director Employee and Labor Relations	133
Director Exceptional Education	133
Director Facility Services	133
Director Family and Community Engagement	133
Director Finance	133
Director Grants Compliance and Monitoring	133
Director Hospital Education	130
Director Procurement and Property Management	133
Director Pupil Transportation and Fleet Management	133
Director Safety and Security	133
Director School Construction	133
Director School Nutrition Services	133
Director Secondary Success Pathways	133
Director Strategic Planning	133
Director Student Services	133
Director Talent Acquisition	133
Director Technology Services	133
Early Intervention Assistant	108.2
Electrician	113
Electronic Maintenance Technician	116
Emergency Management/Training Coordinator	116.1
Energy Management Analyst	115
English Language Coach	122
Executive Director Finance and Budget	135
Executive Director Teaching and Learning	135
Executive Office Associate I	114
Executive Office Associate II	116

**Position Titles in Alpha Order
Effective July 1, 2023**

POSITION TITLE	PAY GRADE
Facilities Planner	125
Family and Student Support Specialist	119
Family Liaison	117
Family Resource Navigator	117
Family Service Advocate	113
Family Service Worker	110
Financial Analyst	123
Fiscal Associate I	111
Fiscal Associate II	115
Food Service Assistant	102.1
Foreperson Structural	116
Freshman Orientation Coach	122
Future Center Navigator	117
General Maintenance Groundskeeper	108
Grant Writer	119
Health Attendant	106.1
Health Specialist	116
Hearing Officer	130
Human Resources Associate	113
Human Resources Specialist	115
HVAC Technician I	113
HVAC Technician II	115
In School Supports Assistant	108.2
Instructional Assessment Analyst	121
Instructional Assistant	108.2
Lead Health and Family Services Specialist	118
Lead Instructor Adult Education	116
Lead Instructor GED	116
Licensed Practical Nurse	117.1
Maintenance Worker	108
Manager Accounts Payable	130
Manager Budget and Planning	130
Manager Business Applications	130
Manager Career and Technical Education	130
Manager College and Career Pathways	130

**Position Titles in Alpha Order
Effective July 1, 2023**

POSITION TITLE	PAY GRADE
Manager Construction Procurement	130
Manager Custodial Services	130
Manager Data Analytics	130
Manager Data and System Administration	130
Manager Early Childhood Education Family/Community Engagement	130
Manager Early Head Start/Head Start	130
Manager Employee Relations/Ombudsman	130
Manager Fleet Services	121
Manager General Ledger and Reporting	130
Manager Grants Monitoring and Compliance	130
Manager Human Resources	130
Manager Infrastructure	130
Manager Literacy	130
Manager Mathematics	130
Manager Payroll	130
Manager Procurement	130
Manager Recruiting	130
Manager School Nutrition	115.1
Manager Service and Desktop Support	126
Manager Testing and Data	130
Manager Trauma Response Strategy	130
Mechanic Sheet Metal	115
Network Engineer	118
Night Security	114
Nurse Assistant	106.1
Office Associate I	104
Office Associate II	108
Office Associate III	109
Operations Assistant	116
Payroll Technician	115
Photographer/Videographer	118
Plumber	113
Positive Behavior Intervention Support Coach	116
Principal Director	134
Principal I	131.1

**Position Titles in Alpha Order
Effective July 1, 2023**

POSITION TITLE	PAY GRADE
Principal II	132.1
Principal III	133.1
Procurement Officer I	118
Procurement Officer II	120
Procurement Officer III	123
Program Coordinator VPI	125
Program Monitor Head Start	116
Program Manager Adult Education Capital Region	130
Project Manager Construction	130
Property Management Supervisor	116
Property Specialist	112
Radio Dispatcher	113
Recruiter	123
Registered Nurse	123.1
Safety Trainer	118
Security Supervisor – Administrative	116.1
Senior Account Technician	109
Senior Accountant	121
Senior Advisor Male Teachers of Color	133
Senior Behavioral Specialist	125
Senior Contracts Coordinator	125
Senior Coordinator Community Hub	126
Senior Data Technician	113
Senior Network Engineer	129
Senior Psychologist	125
Senior Related Services Provider	125
Senior School Board Auditor	125
Senior Social Worker	125
Senior Specialist COVID-19 Mitigation	123
Senior Specialist Human Resources	123
Senior Speech Language Pathologist	125
Senior Systems Analyst	125
Senior Systems Engineer	126
Senior Telecommunications Technician	120
Service Desk Team Lead	116

**Position Titles in Alpha Order
Effective July 1, 2023**

POSITION TITLE	PAY GRADE
Service Desk Technician	114
Specialist Academic Systems	123
Specialist Child Development	123
Specialist Culture, Climate and Student Services	123
Specialist Data and System Administration	123
Specialist Dropout Prevention and Graduation Support	123
Specialist Early Head Start	115
Specialist Engagement	123
Specialist Facilities Services	123
Specialist Instructional	123
Specialist Intervention Systems	123
Specialist Labor Relations	123
Specialist Math Intervention	123
Specialist Multimedia Design	123
Specialist Newcomer Academy	123
Specialist Nurse	123
Specialist Nutrition Wellness Marketing/Special Programs	114
Specialist Outreach	123
Specialist Program Compliance	125
Specialist Quality Control	123
Specialist Reading Intervention	123
Specialist Regional Adult Education	123
Specialist Risk Management	122
Specialist Secondary Pathways	123
Specialist Secondary Success and Support	123
Specialist Strategic Planning	123
Specialist Student Services Transition	123
Specialist Substitutes	123
Specialist Trauma Response	123
Specialist Welcome Center	123
Specialist Work-based Learning and Testing	123
SQL Developer Analyst	118
Staff Accountant	119
Student Activity Coordinator – High School	124
Structural Technician II	113

**Position Titles in Alpha Order
Effective July 1, 2023**

POSITION TITLE	PAY GRADE
Student Activity Coordinator – High School	124
Student Intervention Liaison	118
Student Records Technician	113
Superintendent	140
Supervisor Custodial Services	120
Supervisor Plumbing/HVAC/Electrical	121
Supervisor Pupil Transportation	121
Supervisor School Nutrition	121.1
Supervisor Structural	121
Systems Engineer – Security	126
Systems Programmer Analyst	124
Talent Associate	113
Technology Asset Analyst I	121
Technology Asset Analyst II	123
Telecommunications Technician	116
Translator and Interpreter	118
Transportation Management Specialist	115
Transportation Router	113
Transportation Routing Planner	113
Transportation Scheduling and Planning Management Specialist	115
Zone Security Supervisor	116.1

**Position Titles by Grade
Effective July 1, 2023**

E = Exempt / N = Non-Exempt

GRADE	JOB TITLE	HOURS	DAYS	FLSA
102	Crossing Guard	4	183	N
102.1	Food Service Assistant	4	191	N
	Food Service Assistant	5	191	N
	Food Service Assistant	6	191	N
	Food Service Assistant	7	191	N
104	Office Associate I	7	191	N
	Office Associate I	8	201	N
105.1	Custodian I	8	260	N
106	Automotive Service Worker	8	260	N
106.1	Health Attendant	8	260	N
	Nurse Assistant	7	191	N
107	Custodial Maintenance Worker	8	260	N
	Delivery Driver/Utility	8	260	N
107.1	Bus Monitor	6	184	N
108	Automotive Parts Clerk	8	260	N
	General Maintenance Groundskeeper	8	260	N
	Maintenance Worker	8	260	N
	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
108.2	Child Care Lab Assistant	8	191	N
	Early Intervention Assistant	7	191	N
	In School Supports Assistant	7	191	N
	Instructional Assistant	7	191	N
	Instructional Assistant	7	216	N
	Instructional Assistant	8	260	N
109	Automotive Mechanic Technician I	8	260	N
	Data Records Technician	8	260	N
	Office Associate III	8	201	N
	Office Associate III	8	216	N
	Office Associate III	8	260	N

**Position Titles by Grade
Effective July 1, 2023**

E = Exempt / N = Non-Exempt

GRADE	JOB TITLE	HOURS	DAYS	FLSA
109	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
111	Accounts Payable Technician I	8	260	N
	Automotive Mechanic Technician III	8	260	N
	Fiscal Associate 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
	Property Specialist	8	260	N
112.1	Care and Safety Associate	8	201	N
113	Associate Benefits	8	260	N
	Associate Talent	8	260	N
	Electrician	8	260	N
	Family Service Advocate	7	191	N
	Human Resources Associate	8	260	N
	HVAC Technician I	8	260	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
	Transportation Router	8	260	N
	Transportation Routing Planner	8	260	N
114	Desktop Technician	8	260	N
	Executive Office Associate I	8	260	N
	Night Security	8	260	N

**Position Titles by Grade
Effective July 1, 2023**

E = Exempt / N = Non-Exempt

GRADE	JOB TITLE	HOURS	DAYS	FLSA
114	Service Desk Technician	8	260	N
	Specialist Nutrition Wellness Marketing/Special Programs	8	260	N
115	Accounts Payable Technician II	8	260	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
	Mechanic Sheet Metal	8	260	N
	Payroll Technician	8	260	N
	Specialist Early Head Start	8	260	E
	Transportation Management Specialist	8	260	N
	Transportation Scheduling and Planning Management Specialist	8	260	N
115.1	Manager School Nutrition	8	201	N
116	Desktop Technician Team Lead	8	260	N
	Electronic Maintenance Technician	8	260	E
	Executive Office Associate II	8	260	N
	Foreperson Structural	8	260	E
	Health Specialist	8	260	E
	Lead Instructor Adult Education	8	216	E
	Lead Instructor GED	8	216	E
	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
	Service Desk Team Lead	8	260	N
	Telecommunications Technician	8	260	N
116.1	Emergency Management/Training Coordinator	8	260	E
	Security Supervisor – Administrative	8	260	N
	Zone Security Supervisor	8	216	N
	Zone Security Supervisor	8	260	N
117	Family Liaison	8	260	N
	Family Resource Navigator	8	260	E

**Position Titles by Grade
Effective July 1, 2023**

E = Exempt / N = Non-Exempt

GRADE	JOB TITLE	HOURS	DAYS	FLSA
117	Future Center Navigator	8	216	E
117.1	Licensed Practical Nurse	7	201	E
	Licensed Practical Nurse	7	216	E
118	Administrative Assistant	8	260	E
	Assistant Supervisor Transportation	8	260	E
	Lead Health and Family Services Specialist	8	260	E
	Network Engineer	8	260	E
	Photographer/Videographer	8	260	E
	Procurement Officer I	8	260	E
	Safety Trainer	8	260	E
	SQL Developer Analyst	8	260	E
	Student Intervention Liaison	8	260	E
	Translator and Interpreter	8	260	E
119	Family Student Support Specialist	8	260	E
	Grant Writer	8	260	E
	Staff Accountant	8	260	E
120	Procurement Officer II	8	260	E
	Senior Telecommunications Technician	8	260	E
	Supervisor Custodial Services	8	260	E
121	Coordinator Operations Quality Control – School Nutrition	8	260	E
	Instructional Assessment Analyst	8	260	E
	Manager Fleet Services	8	260	E
	Senior Accountant	8	260	E
	Supervisor Plumbing/HVAC/Electrical	8	260	E
	Supervisor Pupil Transportation	8	260	E
	Supervisor Structural	8	260	E
Technology Asset Analyst I	8	260	E	
121.1	Supervisor School Nutrition	8	260	E
122	Data and Assessment Specialist	8	260	E
	Data Specialist	8	260	E
	English Language Coach	8	216	E
	Freshman Orientation Coach	8	201	E

**Position Titles by Grade
Effective July 1, 2023**

E = Exempt / N = Non-Exempt

GRADE	JOB TITLE	HOURS	DAYS	FLSA
122	Specialist Risk Management	8	260	E
123	Application Administrator	8	260	E
	Auditor	8	260	E
	Budget Analyst	8	260	E
	Financial Analyst	8	260	E
	Procurement Officer III	8	260	E
	Recruiter	8	260	E
	Senior Specialist COVID-19 Mitigation	8	260	E
	Senior Specialist Human Resources	8	260	E
	Specialist Academic Systems	8	260	E
	Specialist Child Development	8	216	E
	Specialist Culture, Climate and Student Services	8	260	E
	Specialist Data and System Administration	8	260	E
	Specialist Dropout Prevention and Graduation Support	8	260	E
	Specialist Engagement	8	260	E
	Specialist Facilities Services	8	260	E
	Specialist Instructional	8	260	E
	Specialist Intervention Systems	8	260	E
	Specialist Labor Relations	8	260	E
	Specialist Math Intervention	8	260	E
	Specialist Multimedia Design	8	260	E
	Specialist Newcomer Academy	8	260	E
	Specialist Nurse	8	260	E
	Specialist Outreach	8	260	E
	Specialist Quality Control	8	260	E
Specialist Reading Intervention	8	260	E	
Specialist Regional Adult Education	8	260	E	
Specialist Secondary Pathways	8	260	E	
Specialist Secondary Success and Support	8	260	E	
Specialist Strategic Planning	8	260	E	
Specialist Student Services Transition	8	260	E	

**Position Titles by Grade
Effective July 1, 2023**

E = Exempt / N = Non-Exempt

GRADE	JOB TITLE	HOURS	DAYS	FLSA
123	Specialist Substitutes	8	260	E
	Specialist Trauma Response	8	260	E
	Specialist Welcome Center	8	260	E
	Specialist Work-based Learning and Testing	8	260	E
	Technology Asset Analyst II	8	260	E
123.1	Registered Nurse	8	201	E
	Registered Nurse	8	216	E
124	AS/400 Administrator	8	260	E
	Student Activity Coordinator – High School	8	260	E
	Systems Programmer Analyst	8	260	E
125	Coordinator Academic Response to Intervention	8	260	E
	Coordinator Bilingual/ELL Learners	8	260	E
	Coordinator Center for Families in Transition	8	260	E
	Coordinator Community Hub	8	260	E
	Coordinator Community Partnerships	8	260	E
	Coordinator Curriculum and Instruction	8	260	E
	Coordinator Early Childhood Education	8	260	E
	Coordinator Early Childhood Student Support and Intervention	8	260	E
	Coordinator Early Head Start and Head Start Disabilities	8	260	E
	Coordinator Exceptional Education	8	260	E
	Coordinator Family and Community Engagement	8	260	E
	Coordinator Gifted and Talented	8	260	E
	Coordinator Homebound Placement	8	260	E
	Coordinator Intensive Supports	8	260	E
	Coordinator Long Term Substitutes	8	260	E
	Coordinator Language Justice	8	260	E
	Coordinator Professional Learning	8	260	E
	Coordinator Purchase Card	8	260	E
	Coordinator Risk Management	8	260	E
	Coordinator School Health	8	260	E
Coordinator School Improvement	8	260	E	
Coordinator Student Conduct	8	260	E	

**Position Titles by Grade
Effective July 1, 2023**

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GRADE	JOB TITLE	HOURS	DAYS	FLSA
125	Coordinator Student Support Services	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	8	260	E
	Senior Behavioral Specialist	8	260	E
	Senior Contracts Coordinator	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
Specialist Program Compliance	8	260	E	
126	Manager Service and Desktop Support	8	260	E
	Senior Coordinator Community Hub	8	260	E
	Senior Systems Engineer	8	260	E
	Systems Engineer –Security	8	260	E
128.1	Assistant Principal I*	8	260	E
129	Clerk School Board	8	260	E
	Senior Network Engineer	8	260	E
129.1	Assistant Principal II*	8	260	E
130	Director Hospital Education	8	260	E
	Hearing Officer	8	260	E
	Manager Accounts Payable	8	260	E
	Manager Budget and Planning	8	260	E
	Manager Business Applications	8	260	E
	Manager Career and Technical Education	8	260	E
	Manager College and Career Pathways	8	260	E
	Manager Construction Procurement	8	260	E

*See page 19 for definitions.

**Position Titles by Grade
Effective July 1, 2023**

E = Exempt / N = Non-Exempt

GRADE	JOB TITLE	HOURS	DAYS	FLSA
130	Manager Custodial Services	8	260	E
	Manager Data Analytics	8	260	E
	Manager Data and System Administration	8	260	E
	Manager Early Head Start/Head Start	8	260	E
	Manager Employee Relations/Ombudsman	8	260	E
	Manager General Ledger and Reporting	8	260	E
	Manager Grants Monitoring and Compliance	8	260	E
	Manager Human Resources	8	260	E
	Manager Infrastructure	8	260	E
	Manager Literacy	8	260	E
	Manager Mathematics	8	260	E
	Manager Payroll	8	260	E
	Manager Procurement	8	260	E
	Manager Recruiting	8	260	E
	Manager Testing and Data	8	260	E
	Manager Trauma Response Strategy	8	260	E
	Program Manager Adult Education Capital Region	8	260	E
Project Manager Construction	8	260	E	
130.1	Assistant Principal III*	8	260	E
131	Associate Director Advocacy and Outreach	8	260	E
	Associate Director Exceptional Education	8	260	E
	Associate Director Family and Community Engagement	8	260	E
131.1	Principal I*	8	260	E
132.1	Principal II*	8	260	E
133	Director Academic Programs and Supports	8	260	E
	Director Advocacy and Outreach	8	260	E
	Director Benefits and Compensation	8	260	E
	Director Curriculum and Instruction	8	260	E
	Director Early Childhood Education and School Readiness	8	260	E
	Director Employee and Labor Relations	8	260	E
	Director Exceptional Education	8	260	E

*See page 19 for definitions.

**Position Titles by Grade
Effective July 1, 2023**

E = Exempt / N = Non-Exempt

GRADE	JOB TITLE	HOURS	DAYS	FLSA
133	Director Facility Services	8	260	E
	Director Family and Community Engagement	8	260	E
	Director Finance	8	260	E
	Director Grants Monitoring and Compliance	8	260	E
	Director 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 Construction	8	260	E
	Director School Nutrition Services	8	260	E
	Director Secondary Success Pathways	8	260	E
	Director Strategic Initiatives	8	260	E
	Director Strategic Planning	8	260	E
	Director Student Services	8	260	E
	Director Student Services	8	260	E
	Director Talent Acquisition	8	260	E
	Director Technology Services	8	260	E
Senior Advisor Male Teachers of Color	8	260	E	
133.1	Principal III*	8	260	E
134	Principal Director	8	260	E
135	Executive Director Finance and Budget	8	260	E
	Executive Director Teaching and Learning	8	260	E
139	Chief Academic Officer – Elementary	8	260	E
	Chief Academic Officer – Secondary	8	260	E
	Chief Engagement Officer	8	260	E
	Chief of Staff	8	260	E
	Chief Operating Officer	8	260	E
	Chief Wellness 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, 2023

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

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

**Positions Assigned to the Teacher Pay Schedule
8 Hours, FLSA = Exempt
Effective July 1, 2023**

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

Teacher Pay Schedule Effective July 1, 2023

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	\$54,253	\$56,965	\$59,804	\$56,965	\$59,814	\$62,793	\$62,392	\$65,509	\$68,774	\$70,529	\$74,056	\$77,746
1	Step 01	\$54,889	\$57,633	\$60,502	\$57,633	\$60,515	\$63,527	\$63,123	\$66,278	\$69,577	\$71,356	\$74,923	\$78,651
2	Step 02	\$55,530	\$58,306	\$61,211	\$58,306	\$61,222	\$64,270	\$63,860	\$67,053	\$70,391	\$72,189	\$75,800	\$79,573
3	Step 03	\$56,180	\$58,990	\$61,928	\$58,990	\$61,939	\$65,025	\$64,607	\$67,836	\$71,217	\$73,034	\$76,687	\$80,507
4	Step 04	\$56,837	\$59,680	\$62,652	\$59,680	\$62,662	\$65,781	\$65,364	\$68,630	\$72,047	\$73,889	\$77,580	\$81,445
5	Step 05	\$57,503	\$60,378	\$63,386	\$60,378	\$63,395	\$66,554	\$66,129	\$69,433	\$72,894	\$74,753	\$78,489	\$82,400
6	Step 06	\$58,174	\$61,085	\$64,127	\$61,085	\$64,135	\$67,333	\$66,901	\$70,244	\$73,746	\$75,627	\$79,407	\$83,366
7	Step 07	\$58,857	\$61,799	\$64,877	\$61,799	\$64,888	\$68,120	\$67,685	\$71,069	\$74,607	\$76,513	\$80,336	\$84,340
8	Step 08	\$59,544	\$62,522	\$65,636	\$62,522	\$65,647	\$68,916	\$68,477	\$71,899	\$75,480	\$77,410	\$81,276	\$85,325
9	Step 09	\$60,241	\$63,253	\$66,404	\$63,253	\$66,415	\$69,724	\$69,277	\$72,741	\$76,363	\$78,313	\$82,228	\$86,323
10	Step 10	\$60,945	\$63,993	\$67,181	\$63,993	\$67,190	\$70,541	\$70,087	\$73,592	\$77,258	\$79,228	\$83,190	\$87,334
11	Step 11	\$61,659	\$64,740	\$67,967	\$64,740	\$67,979	\$71,366	\$70,907	\$74,452	\$78,161	\$80,156	\$84,165	\$88,355
12	Step 12	\$62,380	\$65,498	\$68,761	\$65,498	\$68,775	\$72,199	\$71,738	\$75,325	\$79,075	\$81,094	\$85,149	\$89,390
13	Step 13	\$63,110	\$66,266	\$69,566	\$66,266	\$69,579	\$73,042	\$72,576	\$76,204	\$80,001	\$82,044	\$86,145	\$90,437
14	Step 14	\$63,847	\$67,040	\$70,381	\$67,040	\$70,394	\$73,900	\$73,425	\$77,099	\$80,936	\$83,002	\$87,154	\$91,494
15	Step 15	\$64,596	\$67,826	\$71,204	\$67,826	\$71,216	\$74,765	\$74,286	\$77,998	\$81,886	\$83,976	\$88,171	\$92,565
16	Step 16	\$65,351	\$68,619	\$72,037	\$68,619	\$72,049	\$75,639	\$75,153	\$78,913	\$82,843	\$84,956	\$89,204	\$93,649
17	Step 17	\$66,116	\$69,423	\$72,878	\$69,423	\$72,894	\$76,524	\$76,034	\$79,836	\$83,809	\$85,951	\$90,248	\$94,741
18	Step 18	\$66,889	\$70,233	\$73,730	\$70,233	\$73,745	\$77,417	\$76,924	\$80,768	\$84,790	\$86,956	\$91,303	\$95,849
19	Step 19	\$67,673	\$71,055	\$74,595	\$71,055	\$74,607	\$78,327	\$77,824	\$81,713	\$85,785	\$87,975	\$92,372	\$96,974
20	Step 20	\$68,463	\$71,886	\$75,468	\$71,886	\$75,479	\$79,241	\$78,733	\$82,668	\$86,788	\$89,001	\$93,452	\$98,107
21	Step 21	\$69,266	\$72,728	\$76,350	\$72,728	\$76,365	\$80,166	\$79,654	\$83,638	\$87,802	\$90,044	\$94,547	\$99,254
22	Step 22	\$70,074	\$73,577	\$77,242	\$73,577	\$77,258	\$81,105	\$80,585	\$84,615	\$88,830	\$91,096	\$95,652	\$100,416
23	Step 23	\$70,896	\$74,440	\$78,150	\$74,440	\$78,160	\$82,055	\$81,530	\$85,605	\$89,870	\$92,164	\$96,770	\$101,594
24	Step 24	\$71,725	\$75,310	\$79,061	\$75,310	\$79,076	\$83,014	\$82,483	\$86,607	\$90,919	\$93,242	\$97,905	\$102,780
25	Step 25	\$72,565	\$76,193	\$79,985	\$76,193	\$80,002	\$83,987	\$83,450	\$87,622	\$91,984	\$94,336	\$99,051	\$103,983
26	Step 26	\$73,413	\$77,083	\$80,924	\$77,083	\$80,937	\$84,970	\$84,425	\$88,646	\$93,063	\$95,435	\$100,209	\$105,200
27	Step 27	\$74,273	\$77,986	\$81,869	\$77,986	\$81,885	\$85,964	\$85,414	\$89,682	\$94,151	\$96,554	\$101,379	\$106,430
28	Step 28	\$75,140	\$78,897	\$82,827	\$78,897	\$82,843	\$86,969	\$86,411	\$90,732	\$95,251	\$97,682	\$102,567	\$107,675
29	Step 29	\$76,019	\$79,820	\$83,796	\$79,820	\$83,811	\$87,987	\$87,421	\$91,794	\$96,367	\$98,825	\$103,767	\$108,936
30	Step 30	\$76,910	\$80,755	\$84,779	\$80,755	\$84,793	\$89,018	\$88,447	\$92,868	\$97,495	\$99,983	\$104,981	\$110,210
31	Step 31	\$77,808	\$81,698	\$85,767	\$81,698	\$85,784	\$90,057	\$89,480	\$93,954	\$98,633	\$101,152	\$106,209	\$111,498
32	Step 32	\$78,719	\$82,656	\$86,772	\$82,656	\$86,788	\$91,110	\$90,527	\$95,053	\$99,787	\$102,335	\$107,452	\$112,804
33	Step 33	\$79,640	\$83,621	\$87,787	\$83,621	\$87,803	\$92,175	\$91,585	\$96,165	\$100,954	\$103,531	\$108,708	\$114,122
34	Step 34	\$80,572	\$84,601	\$88,814	\$84,601	\$88,830	\$93,255	\$92,659	\$97,290	\$102,136	\$104,743	\$109,979	\$115,459
35	Step 35	\$81,515	\$85,592	\$89,853	\$85,592	\$89,869	\$94,345	\$93,742	\$98,428	\$103,330	\$105,971	\$111,267	\$116,810
36	Step 36	\$82,468	\$86,590	\$90,906	\$86,590	\$90,922	\$95,451	\$94,837	\$99,581	\$104,541	\$107,208	\$112,569	\$118,177
37	Step 37	\$83,433	\$87,606	\$91,969	\$87,606	\$91,985	\$96,566	\$95,948	\$100,746	\$105,763	\$108,463	\$113,886	\$119,558
38	Step 38	\$84,410	\$88,630	\$93,045	\$88,630	\$93,061	\$97,697	\$97,070	\$101,923	\$107,001	\$109,732	\$115,218	\$120,958
39	Step 39	\$85,397	\$89,668	\$94,133	\$89,668	\$94,151	\$98,841	\$98,207	\$103,118	\$108,254	\$111,015	\$116,568	\$122,373
40	Step 40	\$86,396	\$90,716	\$95,234	\$90,716	\$95,252	\$99,995	\$99,355	\$104,323	\$109,519	\$112,315	\$117,929	\$123,805
41	Step 41	\$87,408	\$91,779	\$96,349	\$91,779	\$96,366	\$101,166	\$100,519	\$105,543	\$110,803	\$113,632	\$119,310	\$125,254
42	Step 42	\$88,431	\$92,851	\$97,477	\$92,851	\$97,495	\$102,350	\$101,692	\$106,779	\$112,097	\$114,957	\$120,709	\$126,720
43	Step 43	\$89,464	\$93,938	\$98,616	\$93,938	\$98,635	\$103,547	\$102,885	\$108,029	\$113,409	\$116,305	\$122,120	\$128,201
44	Step 44	\$90,511	\$95,036	\$99,769	\$95,036	\$99,788	\$104,758	\$104,087	\$109,292	\$114,735	\$117,664	\$123,547	\$129,701
45	Step 45	\$91,570	\$96,148	\$100,936	\$96,148	\$100,954	\$105,985	\$105,307	\$110,570	\$116,080	\$119,041	\$124,991	\$131,220

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Pay Grade	Days	Hours	Steps																			
			0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	
			19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	
102	183	4		8,784	8,916	9,050	9,186	9,324	9,464	9,606	9,750	9,896	10,044	10,195	10,348	10,503	10,661	10,821	10,983	11,148	11,315	
			11,485	11,657	11,832	12,009	12,189	12,372	12,558	12,746	12,937	13,131	13,328	13,528	13,731	13,937	14,146	14,358	14,573	14,792	15,014	
	191	4		9,168	9,306	9,446	9,588	9,732	9,878	10,026	10,176	10,329	10,484	10,641	10,801	10,963	11,127	11,294	11,463	11,635	11,810	
			11,987	12,167	12,350	12,535	12,723	12,914	13,108	13,305	13,505	13,708	13,914	14,123	14,335	14,550	14,768	14,990	15,215	15,443	15,675	
	191	5		11,460	11,632	11,806	11,983	12,163	12,345	12,530	12,718	12,909	13,103	13,300	13,500	13,703	13,909	14,118	14,330	14,545	14,763	
			14,984	15,209	15,437	15,669	15,904	16,143	16,385	16,631	16,880	17,133	17,390	17,651	17,916	18,185	18,458	18,735	19,016	19,301	19,591	
191	6		13,752	13,958	14,167	14,380	14,596	14,815	15,037	15,263	15,492	15,724	15,960	16,199	16,442	16,689	16,939	17,193	17,451	17,713		
		17,979	18,249	18,523	18,801	19,083	19,369	19,660	19,955	20,254	20,558	20,866	21,179	21,497	21,819	22,146	22,478	22,815	23,157	23,504		
191	7		16,044	16,285	16,529	16,777	17,029	17,284	17,543	17,806	18,073	18,344	18,619	18,898	19,181	19,469	19,761	20,057	20,358	20,663		
		20,973	21,288	21,607	21,931	22,260	22,594	22,933	23,277	23,626	23,980	24,340	24,705	25,076	25,452	25,834	26,222	26,615	27,014	27,419		
191	8		18,336	18,611	18,890	19,173	19,461	19,753	20,049	20,350	20,655	20,965	21,279	21,598	21,922	22,251	22,585	22,924	23,268	23,617		
		23,971	24,331	24,696	25,066	25,442	25,824	26,211	26,604	27,003	27,408	27,819	28,236	28,660	29,090	29,526	29,969	30,419	30,875	31,338		
102.1	191	4	11,429	11,563	11,698	11,835	11,973	12,113	12,255	12,398	12,543	12,690	12,838	12,988	13,140	13,294	13,450	13,607	13,766	13,927	14,090	
			14,255	14,422	14,591	14,762	14,935	15,110	15,287	15,466	15,647	15,830	16,015	16,202	16,392	16,584	16,778	16,974	17,173	17,374	17,577	
	191	5	14,287	14,454	14,623	14,794	14,967	15,142	15,319	15,498	15,679	15,862	16,048	16,236	16,426	16,618	16,812	17,009	17,208	17,409	17,613	
			17,819	18,027	18,238	18,451	18,667	18,885	19,106	19,330	19,556	19,785	20,016	20,250	20,487	20,727	20,970	21,215	21,463	21,714	21,968	
	191	6	17,144	17,345	17,548	17,753	17,961	18,171	18,384	18,599	18,817	19,037	19,260	19,485	19,713	19,944	20,177	20,413	20,652	20,894	21,138	
			21,385	21,635	21,888	22,144	22,403	22,665	22,930	23,198	23,469	23,744	24,022	24,303	24,587	24,875	25,166	25,460	25,758	26,059	26,364	
191	7	20,000	20,234	20,471	20,711	20,953	21,198	21,446	21,697	21,951	22,208	22,468	22,731	22,997	23,266	23,538	23,813	24,092	24,374	24,659		
		24,948	25,240	25,535	25,834	26,136	26,442	26,751	27,064	27,381	27,701	28,025	28,353	28,685	29,021	29,361	29,705	30,053	30,405	30,761		
191	8	22,859	23,126	23,397	23,671	23,948	24,228	24,511	24,798	25,088	25,382	25,679	25,979	26,283	26,591	26,902	27,217	27,535	27,857	28,183		
		28,513	28,847	29,185	29,526	29,871	30,220	30,574	30,932	31,294	31,660	32,030	32,405	32,784	33,168	33,556	33,949	34,346	34,748	35,155		
216	7	22,620	22,885	23,153	23,424	23,698	23,975	24,256	24,540	24,827	25,117	25,411	25,708	26,009	26,313	26,621	26,932	27,247	27,566	27,889		
		28,215	28,545	28,879	29,217	29,559	29,905	30,255	30,609	30,967	31,329	31,696	32,067	32,442	32,822	33,206	33,595	33,988	34,386	34,788		
104	191	7		16,564	16,813	17,066	17,323	17,583	17,847	18,115	18,387	18,663	18,944	19,229	19,518	19,811	20,109	20,411	20,718	21,029	21,345	
			21,655	21,981	22,311	22,646	22,986	23,331	23,682	24,038	24,399	24,766	25,138	25,516	25,900	26,289	26,684	27,085	27,492	27,905	28,201	

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Pay Grade	Days	Hours	Steps																			
			0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	
			19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	
104	201	8	19,922	20,221	20,523	20,832	21,144	21,461	21,783	22,110	22,443	22,778	23,119	23,466	23,819	24,176	24,540	24,908	25,281	25,659		
			26,044	26,435	26,831	27,234	27,643	28,058	28,478	28,905	29,339	29,779	30,225	30,679	31,140	31,607	32,081	32,562	33,051	33,546	33,918	
	260	8	25,769	26,157	26,547	26,946	27,351	27,761	28,178	28,600	29,028	29,464	29,907	30,354	30,812	31,272	31,740	32,218	32,700	33,192		
			33,690	34,195	34,708	35,229	35,757	36,293	36,838	37,389	37,951	38,520	39,098	39,686	40,280	40,883	41,497	42,120	42,752	43,393	43,872	
105	191	7	17,386	17,647	17,912	18,181	18,454	18,731	19,012	19,297	19,586	19,880	20,178	20,481	20,788	21,100	21,417	21,738	22,064	22,395		
			22,731	23,070	23,416	23,767	24,124	24,486	24,853	25,226	25,604	25,988	26,378	26,774	27,176	27,584	27,998	28,418	28,844	29,277	29,611	
	201	8	20,910	21,224	21,543	21,863	22,193	22,526	22,864	23,207	23,554	23,906	24,267	24,630	24,998	25,375	25,755	26,142	26,535	26,931		
			27,336	27,746	28,163	28,584	29,014	29,449	29,890	30,339	30,793	31,255	31,725	32,200	32,684	33,173	33,670	34,176	34,689	35,210	35,613	
	260	8	27,046	27,453	27,865	28,284	28,706	29,136	29,574	30,018	30,467	30,927	31,390	31,860	32,338	32,824	33,315	33,815	34,321	34,837		
			35,360	35,891	36,428	36,975	37,529	38,094	38,664	39,245	39,833	40,429	41,035	41,651	42,276	42,910	43,555	44,208	44,872	45,545	46,067	
105.1	260	8	27,159	27,477	27,800	28,124	28,454	28,787	29,124	29,464	29,810	30,158	30,510	30,867	31,228	31,593	31,964	32,338	32,717	33,099	33,487	
			33,878	34,274	34,675	35,081	35,492	35,907	36,327	36,751	37,182	37,616	38,057	38,502	38,953	39,410	39,870	40,336	40,808	41,285	41,769	
106	260	8	28,397	28,824	29,255	29,694	30,139	30,593	31,051	31,516	31,989	32,469	32,956	33,450	33,952	34,462	34,979	35,503	36,035	36,577		
			37,125	37,681	38,246	38,821	39,402	39,993	40,594	41,203	41,820	42,449	43,085	43,731	44,387	45,053	45,728	46,416	47,110	47,817	48,534	
106.1	191	7	19,348	19,574	19,803	20,035	20,269	20,506	20,746	20,989	21,235	21,483	21,734	21,988	22,245	22,505	22,768	23,034	23,303	23,576	23,852	
			24,131	24,413	24,699	24,988	25,280	25,576	25,875	26,178	26,484	26,794	27,107	27,424	27,745	28,070	28,398	28,730	29,066	29,406	29,750	
	216	7	21,879	22,135	22,394	22,656	22,921	23,189	23,460	23,734	24,012	24,293	24,577	24,865	25,156	25,450	25,748	26,049	26,354	26,662	26,974	
			27,290	27,609	27,932	28,259	28,590	28,925	29,263	29,605	29,951	30,301	30,656	31,015	31,378	31,745	32,116	32,492	32,872	33,257	33,646	
	260	8	30,098	30,450	30,806	31,166	31,531	31,900	32,273	32,651	33,033	33,419	33,810	34,206	34,606	35,011	35,421	35,835	36,254	36,678	37,107	
			37,541	37,980	38,424	38,874	39,329	39,789	40,255	40,726	41,202	41,684	42,172	42,665	43,164	43,669	44,180	44,697	45,220	45,749	46,284	
107	260	8	29,819	30,267	30,720	31,181	31,650	32,123	32,606	33,095	33,592	34,095	34,606	35,125	35,652	36,187	36,730	37,280	37,841	38,407		
			38,983	39,569	40,161	40,764	41,375	41,997	42,626	43,265	43,915	44,574	45,242	45,922	46,611	47,309	48,020	48,740	49,470	50,212	50,972	
107.1	184	6	18,085	18,297	18,513	18,729	18,948	19,170	19,394	19,619	19,849	20,081	20,316	20,554	20,794	21,037	21,284	21,531	21,783	22,038	22,296	
			22,557	22,822	23,088	23,359	23,631	23,907	24,189	24,471	24,757	25,047	25,340	25,636	25,935	26,240	26,545	26,856	27,171	27,487	27,809	

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Pay Grade	Days	Hours	Steps																			
			0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	37
			19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36		
107.1	184	7	21,100	21,347	21,597	21,849	22,106	22,363	22,625	22,890	23,157	23,429	23,702	23,980	24,259	24,544	24,830	25,120	25,414	25,711	26,014	32,444
			26,316	26,626	26,936	27,252	27,570	27,893	28,220	28,550	28,882	29,222	29,563	29,908	30,258	30,612	30,971	31,332	31,698	32,069	32,444	
	184	8	24,113	24,396	24,681	24,971	25,263	25,558	25,857	26,160	26,465	26,775	27,088	27,405	27,725	28,050	28,378	28,709	29,046	29,384	29,729	37,080
			30,075	30,429	30,784	31,145	31,508	31,877	32,251	32,628	33,009	33,394	33,787	34,182	34,581	34,984	35,394	35,808	36,227	36,652	37,080	
	216	6	21,228	21,476	21,727	21,981	22,238	22,498	22,761	23,027	23,296	23,569	23,845	24,124	24,406	24,692	24,981	25,273	25,569	25,868	26,171	32,644
			26,477	26,787	27,100	27,417	27,738	28,063	28,391	28,723	29,059	29,399	29,743	30,091	30,443	30,799	31,159	31,524	31,893	32,266	32,644	
108	201	8		24,209	24,571	24,941	25,313	25,694	26,079	26,471	26,866	27,270	27,680	28,094	28,516	28,943	29,379	29,818	30,266	30,720	31,180	41,221
				31,649	32,123	32,605	33,094	33,591	34,094	34,606	35,124	35,651	36,186	36,729	37,279	37,839	38,406	38,982	39,568	40,160	40,763	41,221
	216	8		26,016	26,404	26,801	27,202	27,612	28,025	28,446	28,872	29,306	29,744	30,190	30,644	31,103	31,570	32,044	32,525	33,013	33,508	44,300
				34,010	34,520	35,037	35,565	36,096	36,638	37,188	37,745	38,313	38,887	39,471	40,062	40,663	41,273	41,892	42,520	43,158	43,806	44,300
	260	8		31,315	31,784	32,261	32,744	33,237	33,734	34,241	34,754	35,276	35,803	36,342	36,887	37,441	38,001	38,571	39,150	39,736	40,336	53,323
				40,938	41,552	42,176	42,807	43,450	44,101	44,765	45,435	46,116	46,808	47,509	48,222	48,946	49,681	50,425	51,182	51,950	52,729	53,323
108.1	260	8	33,226	33,614	34,008	34,406	34,810	35,216	35,629	36,047	36,468	36,894	37,325	37,763	38,205	38,652	39,104	39,561	40,025	40,493	40,967	51,099
				41,447	41,932	42,423	42,920	43,421	43,930	44,444	44,963	45,490	46,022	46,560	47,105	47,656	48,213	48,777	49,348	49,924	50,509	51,099
108.2	191	7	24,000	24,281	24,565	24,852	25,143	25,437	25,735	26,036	26,341	26,649	26,961	27,276	27,595	27,918	28,245	28,575	28,909	29,247	29,589	36,906
				29,935	30,285	30,639	30,997	31,360	31,727	32,098	32,474	32,854	33,238	33,627	34,020	34,418	34,821	35,228	35,640	36,057	36,479	36,906
	216	7	27,140	27,458	27,779	28,104	28,433	28,766	29,103	29,444	29,788	30,137	30,490	30,847	31,208	31,573	31,942	32,316	32,694	33,077	33,464	41,742
				33,856	34,252	34,653	35,058	35,468	35,883	36,303	36,728	37,158	37,593	38,033	38,478	38,928	39,383	39,844	40,310	40,782	41,259	41,742
	260	8	37,336	37,773	38,215	38,662	39,114	39,572	40,035	40,503	40,977	41,456	41,941	42,432	42,928	43,430	43,938	44,452	44,972	45,498	46,030	57,414
				46,569	47,114	47,665	48,223	48,787	49,358	49,935	50,519	51,110	51,708	52,313	52,925	53,544	54,170	54,804	55,445	56,094	56,750	57,414
109	201	8		25,419	25,801	26,187	26,581	26,979	27,384	27,795	28,211	28,635	29,064	29,500	29,944	30,391	30,847	31,312	31,780	32,257	32,740	43,292
				33,233	33,731	34,237	34,751	35,270	35,800	36,337	36,882	37,435	37,996	38,567	39,146	39,732	40,328	40,933	41,546	42,171	42,802	43,292
	216	8		27,316	27,726	28,142	28,563	28,994	29,427	29,870	30,317	30,771	31,233	31,702	32,177	32,659	33,150	33,646	34,151	34,664	35,184	46,520
				35,712	36,247	36,791	37,343	37,903	38,472	39,048	39,634	40,229	40,832	41,445	42,067	42,697	43,338	43,988	44,647	45,318	45,997	46,520
	260	8		32,881	33,374	33,874	34,382	34,898	35,422	35,953	36,493	37,040	37,596	38,160	38,731	39,314	39,903	40,500	41,108	41,726	42,352	55,999
				42,986	43,631	44,285	44,951	45,625	46,309	47,003	47,708	48,424	49,149	49,887	50,636	51,395	52,166	52,949	53,743	54,549	55,368	55,999

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Pay Grade	Days	Hours	Steps																				
			0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18		
			19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37		
109.1	184	6	25,392	25,689	25,990	26,294	26,602	26,913	27,228	27,547	27,869	28,195	28,525	28,859	29,197	29,539	29,885	30,235	30,589	30,947	31,309		
			31,675	32,046	32,421	32,800	33,184	33,572	33,965	34,362	34,764	35,171	35,583	35,999	36,420	36,846	37,277	37,713	38,154	38,600	39,052		
	184	7	29,624	29,971	30,322	30,677	31,036	31,399	31,766	32,138	32,514	32,894	33,279	33,668	34,062	34,461	34,864	35,272	35,685	36,103	36,525		
			36,952	37,384	37,821	38,264	38,712	39,165	39,623	40,087	40,556	41,031	41,511	41,997	42,488	42,985	43,488	43,997	44,512	45,033	45,560		
	184	8	33,856	34,252	34,653	35,058	35,468	35,883	36,303	36,728	37,158	37,593	38,033	38,478	38,928	39,383	39,844	40,310	40,782	41,259	41,742		
			42,230	42,724	43,224	43,730	44,242	44,760	45,284	45,814	46,350	46,892	47,441	47,996	48,558	49,126	49,701	50,283	50,871	51,466	52,068		
	216	8	39,744	40,209	40,679	41,155	41,637	42,124	42,617	43,116	43,620	44,130	44,646	45,168	45,696	46,231	46,772	47,319	47,873	48,433	49,000		
			49,573	50,153	50,740	51,334	51,935	52,543	53,158	53,780	54,409	55,046	55,690	56,342	57,001	57,668	58,343	59,026	59,717	60,416	61,123		
110	260	8		34,520	35,037	35,565	36,096	36,638	37,188	37,745	38,313	38,887	39,471	40,062	40,663	41,272	41,892	42,520	43,158	43,805	44,461		
				45,130	45,806	46,494	47,191	47,899	48,617	49,347	50,086	50,838	51,600	52,375	53,162	53,957	54,767	55,589	56,423	57,268	58,128	58,795	
111	260	8		36,255	36,799	37,351	37,911	38,480	39,057	39,645	40,238	40,841	41,455	42,077	42,708	43,348	43,998	44,659	45,327	46,008	46,698		
				47,398	48,108	48,831	49,564	50,307	51,062	51,828	52,605	53,394	54,195	55,007	55,833	56,670	57,521	58,385	59,259	60,148	61,051	61,735	
112	201	8		29,426	29,869	30,316	30,770	31,231	31,701	32,176	32,658	33,149	33,645	34,150	34,663	35,182	35,711	36,245	36,790	37,341	37,901		
				38,471	39,047	39,632	40,227	40,830	41,442	42,065	42,695	43,336	43,986	44,645	45,316	45,995	46,685	47,384	48,096	48,818	49,548	50,112	
	216	8		31,622	32,095	32,578	33,067	33,563	34,066	34,577	35,096	35,622	36,157	36,699	37,248	37,807	38,374	38,950	39,536	40,129	40,730		
			41,342	41,961	42,590	43,229	43,878	44,535	45,205	45,882	46,571	47,269	47,979	48,698	49,428	50,170	50,923	51,686	52,460	53,248	53,851		
	260	8		38,064	38,635	39,214	39,802	40,400	41,005	41,621	42,245	42,878	43,521	44,174	44,837	45,509	46,193	46,886	47,588	48,302	49,027		
				49,762	50,509	51,266	52,035	52,815	53,608	54,412	55,228	56,056	56,897	57,751	58,617	59,496	60,389	61,294	62,215	63,147	64,094	64,822	
112.1	201	8	32,074	32,449	32,829	33,213	33,602	33,995	34,393	34,795	35,202	35,614	36,031	36,453	36,880	37,311	37,748	38,190	38,637	39,089	39,546		
				40,009	40,477	40,951	41,430	41,915	42,405	42,901	43,403	43,911	44,425	44,945	45,471	46,003	46,541	47,086	47,637	48,194	48,758	49,328	
	216	8	34,474	34,877	35,285	35,698	36,116	36,539	36,967	37,400	37,838	38,281	38,729	39,182	39,640	40,104	40,573	41,048	41,528	42,014	42,506		
				43,003	43,506	44,015	44,530	45,051	45,578	46,111	46,650	47,196	47,748	48,307	48,872	49,444	50,022	50,607	51,199	51,798	52,404	53,017	
113	191	7		25,691	26,077	26,467	26,864	27,266	27,677	28,092	28,513	28,941	29,376	29,816	30,262	30,717	31,177	31,646	32,120	32,601	33,091		
				33,587	34,090	34,602	35,120	35,648	36,183	36,726	37,276	37,836	38,403	38,979	39,563	40,157	40,760	41,371	41,992	42,621	43,260	43,742	
	191	8		29,368	29,802	30,248	30,703	31,163	31,629	32,106	32,586	33,075	33,571	34,075	34,585	35,105	35,631	36,166	36,708	37,260	37,819		
				38,385	38,961	39,545	40,138	40,741	41,352	41,972	42,602	43,240	43,889	44,547	45,216	45,893	46,582	47,280	47,989	48,710	49,439	49,992	

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Pay Grade	Days	Hours	Steps																			
			0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	
			19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	
113	201	8	30,898	31,362	31,832	32,310	32,796	33,287	33,786	34,292	34,808	35,329	35,860	36,397	36,942	37,497	38,059	38,631	39,210	39,798	52,609	
			40,396	41,000	41,616	42,240	42,873	43,516	44,169	44,833	45,504	46,185	46,879	47,583	48,297	49,021	49,756	50,503	51,260	52,029		
	216	7	29,054	29,490	29,931	30,381	30,835	31,298	31,769	32,244	32,729	33,219	33,717	34,225	34,737	35,258	35,787	36,325	36,868	37,421	49,468	
			37,984	38,553	39,130	39,718	40,313	40,919	41,533	42,154	42,789	43,430	44,081	44,742	45,413	46,095	46,786	47,487	48,200	48,923		
216	8	33,204	33,703	34,208	34,721	35,241	35,770	36,307	36,851	37,405	37,965	38,535	39,113	39,699	40,296	40,901	41,514	42,137	42,767	56,535		
		43,409	44,060	44,722	45,393	46,072	46,764	47,466	48,176	48,900	49,634	50,377	51,133	51,900	52,679	53,469	54,271	55,085	55,911			
260	8	39,968	40,568	41,176	41,793	42,421	43,057	43,702	44,357	45,024	45,700	46,385	47,081	47,787	48,503	49,231	49,968	50,719	51,478	68,053		
		52,251	53,036	53,830	54,640	55,457	56,289	57,135	57,992	58,861	59,743	60,640	61,550	62,473	63,411	64,361	65,327	66,306	67,301			
114	191	8	30,831	31,293	31,764	32,239	32,723	33,214	33,711	34,216	34,731	35,252	35,782	36,316	36,862	37,415	37,976	38,546	39,123	39,712	52,490	
			40,306	40,911	41,524	42,147	42,781	43,421	44,074	44,734	45,404	46,087	46,778	47,480	48,191	48,915	49,647	50,394	51,148	51,915		
	201	8	32,445	32,932	33,426	33,927	34,436	34,953	35,477	36,009	36,549	37,097	37,653	38,218	38,791	39,373	39,964	40,563	41,171	41,789	55,449	
42,416			43,052	43,698	44,353	45,018	45,693	46,378	47,074	47,780	48,497	49,224	49,962	50,711	51,472	52,244	53,028	53,823	54,630			
260	8	41,969	42,599	43,237	43,886	44,545	45,213	45,891	46,578	47,276	47,986	48,706	49,436	50,180	50,931	51,695	52,470	53,258	54,056	71,450		
		54,868	55,691	56,526	57,374	58,235	59,109	59,995	60,895	61,809	62,734	63,675	64,631	65,601	66,585	67,583	68,598	69,624	70,670			
115	191	8	32,372	32,858	33,351	33,851	34,358	34,873	35,398	35,928	36,467	37,014	37,568	38,132	38,705	39,285	39,874	40,473	41,080	41,696	55,109	
			42,320	42,956	43,599	44,253	44,917	45,592	46,276	46,970	47,673	48,389	49,114	49,852	50,600	51,359	52,128	52,911	53,705	54,510		
	201	8	34,066	34,578	35,096	35,623	36,158	36,699	37,250	37,808	38,376	38,950	39,536	40,129	40,730	41,343	41,962	42,591	43,230	43,880	58,225	
44,536			45,206	45,883	46,571	47,269	47,979	48,699	49,428	50,171	50,923	51,687	52,461	53,248	54,047	54,858	55,682	56,516	57,364			
260	8	44,065	44,728	45,398	46,078	46,770	47,472	48,185	48,907	49,641	50,384	51,140	51,908	52,685	53,477	54,279	55,094	55,919	56,758	75,018		
		57,608	58,473	59,350	60,241	61,145	62,062	62,992	63,938	64,896	65,870	66,858	67,860	68,880	69,912	70,961	72,026	73,105	74,201			
115.1	201	8	36,500	36,927	37,359	37,796	38,238	38,685	39,138	39,596	40,059	40,528	41,002	41,482	41,967	42,458	42,955	43,458	43,966	44,480	45,000	56,131
			45,527	46,060	46,599	47,144	47,696	48,254	48,819	49,390	49,968	50,553	51,144	51,742	52,347	52,959	53,579	54,206	54,840	55,482		
216	8	39,226	39,685	40,149	40,619	41,094	41,575	42,061	42,553	43,051	43,555	44,065	44,581	45,103	45,631	46,165	46,705	47,251	47,804	48,363	60,327	
		48,929	49,501	50,080	50,666	51,259	51,859	52,466	53,080	53,701	54,329	54,965	55,608	56,259	56,917	57,583	58,257	58,939	59,629			
116	216	7	33,628	34,132	34,644	35,162	35,691	36,226	36,770	37,321	37,881	38,449	39,026	39,611	40,206	40,808	41,421	42,041	42,673	43,313	57,266	
			43,964	44,622	45,291	45,970	46,660	47,360	48,070	48,791	49,524	50,265	51,020	51,785	52,562	53,351	54,151	54,962	55,787	56,624		

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Pay Grade	Days	Hours	Steps																			
			0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	
			19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	
121	216	8	49,044 64,118	49,782 65,080	50,528 66,057	51,286 67,048	52,055 68,054	52,836 69,074	53,629 70,111	54,433 71,162	55,250 72,231	56,079 73,313	56,919 74,412	57,772 75,528	58,639 76,663	59,518 77,811	60,412 78,979	61,318 80,163	62,237 81,366	63,170 82,587	83,530	
	260	8	59,036 77,180	59,920 78,337	60,820 79,513	61,732 80,706	62,658 81,916	63,599 83,143	64,552 84,392	65,520 85,658	66,504 86,943	67,500 88,247	68,514 89,571	69,542 90,913	70,585 92,277	71,644 93,662	72,718 95,067	73,809 96,493	74,915 97,941	76,040 99,410	100,547	
121.1	216	8	51,494 64,232	52,096 64,984	52,706 65,744	53,323 66,513	53,947 67,291	54,578 68,078	55,217 68,875	55,863 69,681	56,517 70,496	57,178 71,321	57,847 72,155	58,524 72,999	59,209 73,853	60,603 74,717	61,312 75,591	62,029 76,475	62,755 77,370	63,489 78,275	79,191	
	260	8	61,988 77,322	62,713 78,227	63,447 79,142	64,189 80,068	64,940 81,005	65,700 81,953	66,469 82,912	67,247 83,882	68,034 84,863	68,830 85,856	69,635 86,861	70,450 87,877	71,274 88,905	72,108 89,945	72,952 90,997	73,806 92,062	74,670 93,139	75,544 94,229	76,428 95,331	
122	201	8	47,933 62,663	48,652 63,602	49,380 64,557	50,121 65,525	50,873 66,508	51,635 67,506	52,411 68,518	53,197 69,546	53,995 70,589	54,805 71,648	55,627 72,722	56,462 73,814	57,308 74,920	58,169 76,044	59,040 77,184	59,925 78,343	60,824 79,520	61,737 80,710	81,921	
	216	8	51,509 67,340	52,281 68,350	53,065 69,375	53,862 70,415	54,668 71,471	55,489 72,542	56,321 73,631	57,166 74,736	58,024 75,856	58,895 76,995	59,778 78,149	60,674 79,321	61,585 80,512	62,508 81,720	63,445 82,946	64,398 84,189	65,364 85,451	66,344 86,734	87,716	
	260	8	62,001 81,056	62,932 82,272	63,876 83,507	64,832 84,759	65,805 86,030	66,794 87,321	67,795 88,631	68,813 89,960	69,843 91,309	70,891 92,679	71,955 94,070	73,034 95,481	74,129 96,912	75,242 98,366	76,370 99,841	77,515 101,340	78,677 102,859	79,859 104,403	105,585	
123	216	8	54,072 70,690	54,882 71,750	55,707 72,827	56,541 73,919	57,389 75,028	58,251 76,153	59,124 77,296	60,013 78,454	60,912 79,633	61,825 80,826	62,753 82,039	63,695 83,270	64,649 84,520	65,620 85,786	66,605 87,073	67,602 88,379	68,616 89,705	69,647 91,051	92,103	
	260	8	65,085 85,091	66,063 86,367	67,054 87,662	68,060 88,976	69,080 90,312	70,116 91,666	71,168 93,042	72,236 94,437	73,319 95,855	74,419 97,292	75,534 98,749	76,669 100,231	77,820 101,735	78,985 103,260	80,172 104,810	81,373 106,383	82,594 107,979	83,832 109,598	110,863	
123.1	201	8	57,102 71,225	57,770 72,058	58,446 72,901	59,130 73,754	59,822 74,617	60,522 75,490	61,230 76,373	61,946 77,267	62,671 78,171	63,404 79,086	64,146 80,011	64,897 80,947	65,656 81,894	66,424 82,852	67,201 83,821	68,782 84,802	69,587 85,794	70,401 86,798	87,814	
	216	8	61,364 76,542	62,082 77,438	63,543 78,344	64,286 79,261	65,038 80,188	65,799 81,126	66,569 82,075	67,348 83,035	68,136 84,007	68,933 84,990	69,740 85,984	70,556 86,990	71,382 88,008	72,217 89,038	73,062 90,080	73,917 91,134	74,782 92,200	75,657 93,279	94,370	
124	260	8	68,340 89,345	69,367 90,685	70,406 92,045	71,463 93,427	72,534 94,827	73,623 96,249	74,727 97,693	75,848 99,160	76,987 100,647	78,141 102,156	79,312 103,689	80,504 105,244	81,709 106,822	82,936 108,425	84,180 110,052	85,442 111,702	86,724 113,378	88,025 115,077	116,384	

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Pay Grade	Days	Hours	Steps																			
			0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	
			19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	
125	216	8	59,619	60,514	61,422	62,342	63,277	64,227	65,190	66,168	67,161	68,168	69,190	70,228	71,281	72,351	73,436	74,537	75,657	76,791		
			77,943	79,112	80,298	81,503	82,725	83,966	85,225	86,504	87,802	89,119	90,455	91,813	93,191	94,587	96,008	97,446	98,909	100,393	101,536	
	260	8	71,764	72,841	73,933	75,042	76,168	77,310	78,471	79,647	80,841	82,055	83,285	84,534	85,802	87,089	88,396	89,723	91,067	92,434		
			93,821	95,227	96,655	98,105	99,577	101,071	102,587	104,125	105,687	107,273	108,882	110,516	112,174	113,855	115,563	117,298	119,056	120,842	122,218	
126	260	8	75,355	76,486	77,635	78,799	79,981	81,180	82,399	83,633	84,887	86,161	87,455	88,765	90,096	91,449	92,821	94,212	95,627	97,060		
			98,516	99,994	101,493	103,017	104,561	106,129	107,721	109,338	110,977	112,642	114,331	116,047	117,788	119,555	121,347	123,168	125,016	126,890	128,316	
128	260	8	83,069	84,316	85,581	86,865	88,169	89,489	90,832	92,194	93,578	94,982	96,406	97,852	99,320	100,809	102,321	103,857	105,414	106,996		
			108,599	110,229	111,883	113,561	115,264	116,993	118,748	120,528	122,338	124,172	126,036	127,927	129,845	131,792	133,769	135,776	137,814	139,879	141,480	
128.1	260	8	83,074	84,046	85,030	86,024	87,031	88,050	89,081	90,124	91,178	92,245	93,324	94,416	95,521	96,638	97,768	98,912	100,069	101,240	102,424	
			103,622	104,835	106,062	107,302	108,557	109,828	111,112	112,412	113,728	115,058	116,404	117,766	119,144	120,538	121,948	123,374	124,818	126,278	127,756	
129	260	8	87,240	88,548	89,876	91,226	92,593	93,982	95,391	96,823	98,276	99,749	101,245	102,765	104,305	105,869	107,458	109,071	110,707	112,367		
			114,053	115,764	117,498	119,262	121,051	122,867	124,710	126,581	128,479	130,406	132,363	134,349	136,362	138,408	140,485	142,591	144,731	146,902	148,541	
129.1	260	8	87,236	88,257	89,290	90,335	91,391	92,461	93,542	94,637	95,744	96,865	97,998	99,144	100,304	101,478	102,666	103,867	105,083	106,313	107,557	
			108,815	110,088	111,376	112,680	113,997	115,331	116,681	118,046	119,427	120,825	122,238	123,667	125,115	126,579	128,059	129,557	131,074	132,607	134,159	
130	260	8	91,604	92,978	94,373	95,787	97,225	98,682	100,163	101,665	103,191	104,738	106,309	107,903	109,523	111,167	112,833	114,526	116,244	117,986		
			119,757	121,553	123,377	125,226	127,105	129,011	130,947	132,911	134,905	136,928	138,983	141,068	143,184	145,331	147,511	149,724	151,971	154,250	155,991	
130.1	260	8	91,601	92,673	93,758	94,854	95,964	97,086	98,222	99,371	100,534	101,710	102,900	104,104	105,322	106,554	107,800	109,061	110,338	111,630	112,936	
			114,257	115,593	116,947	118,315	119,699	121,100	122,517	123,949	125,400	126,867	128,351	129,854	131,373	132,910	134,465	136,039	137,631	139,241	140,870	
131	260	8	96,159	97,602	99,066	100,551	102,060	103,591	105,145	106,722	108,323	109,948	111,597	113,272	114,970	116,695	118,444	120,222	122,025	123,856		
			125,712	127,598	129,513	131,455	133,427	135,429	137,460	139,522	141,615	143,739	145,894	148,085	150,304	152,560	154,847	157,171	159,528	161,922	163,777	

Unified Pay Schedule Effective July 1, 2023

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	
131.1	260	8	101,378	102,564 126,452	103,763 127,930	104,978 129,427	106,206 130,941	107,449 132,474	108,705 134,024	109,978 135,591	111,263 137,177	112,565 138,783	113,883 140,407	115,215 142,048	116,563 143,711	117,927 145,392	119,306 147,093	120,702 148,814	122,114 150,555	123,543 152,317	124,988 154,100	155,903
132	260	8		100,981 132,015	102,495 133,996	104,033 136,007	105,592 138,047	107,177 140,117	108,784 142,218	110,416 144,351	112,073 146,517	113,753 148,715	115,460 150,946	117,193 153,210	118,951 155,508	120,734 157,841	122,546 160,209	124,383 162,611	126,249 165,050	128,143 167,525	130,065 170,040	171,973
132.1	260	8	111,515	112,820 139,097	114,139 140,724	115,476 142,371	116,827 144,036	118,194 145,722	119,576 147,427	120,976 149,151	122,391 150,898	123,823 152,663	125,271 154,448	126,738 156,256	128,221 158,084	129,720 159,933	131,237 161,805	132,774 163,698	134,327 165,613	135,899 167,552	137,489 169,511	171,494
133	260	8		106,019 138,603	107,609 140,681	109,223 142,792	110,861 144,934	112,524 147,108	114,213 149,314	115,926 151,555	117,664 153,828	119,429 156,135	121,221 158,477	123,040 160,854	124,884 163,267	126,758 165,715	128,660 168,203	130,590 170,725	132,549 173,286	134,535 175,886	136,555 178,524	180,555
133.1	260	8	122,667	124,103 153,007	125,554 154,798	127,024 156,609	128,510 158,442	130,012 160,294	131,535 162,169	133,073 164,068	134,630 165,986	136,204 167,929	137,798 169,893	139,412 171,881	141,042 173,893	142,693 175,926	144,361 177,984	146,051 180,068	147,760 182,174	149,489 184,307	151,238 186,462	188,644
134	260	8		111,320 145,534	112,990 147,716	114,685 149,933	116,405 152,182	118,151 154,465	119,924 156,781	121,723 159,134	123,548 161,521	125,401 163,943	127,283 166,402	129,193 168,898	131,129 171,432	133,097 174,002	135,094 176,614	137,121 179,262	139,178 181,951	141,263 184,681	143,384 187,451	189,584
135	260	8		116,889 152,816	118,645 155,108	120,423 157,435	122,231 159,796	124,063 162,194	125,924 164,627	127,812 167,095	129,731 169,602	131,676 172,145	133,651 174,728	135,656 177,349	137,690 180,010	139,757 182,709	141,853 185,449	143,981 188,231	146,141 191,055	148,332 193,921	150,557 196,831	199,068
136	260	8		122,748 160,473	124,590 162,881	126,459 165,324	128,355 167,805	130,281 170,322	132,234 172,876	134,218 175,469	136,232 178,100	138,276 180,773	140,350 183,485	142,455 186,236	144,591 189,030	146,761 191,865	148,961 194,744	151,196 197,665	153,464 200,629	155,766 203,639	158,102 206,694	209,025
137	260	8		128,872 168,479	130,805 171,006	132,766 173,571	134,758 176,175	136,779 178,816	138,831 181,500	140,914 184,221	143,026 186,985	145,173 189,791	147,351 192,637	149,561 195,527	151,804 198,459	154,081 201,437	156,391 204,458	158,738 207,524	161,118 210,638	163,535 213,798	165,988 217,005	219,486
139	260	8		142,081 185,749	144,213 188,535	146,376 191,363	148,572 194,234	150,800 197,147	153,062 200,104	155,359 203,106	157,688 206,154	160,055 209,245	162,454 212,384	164,892 215,569	167,365 218,802	169,875 222,084	172,424 225,417	175,010 228,797	177,635 232,230	180,299 235,715	183,003 239,249	241,977

Unified Pay Schedule Effective July 1, 2023

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	
140	260	8	149,193	151,430	153,703	156,008	158,347	160,724	163,133	165,581	168,064	170,586	173,145	175,742	178,378	181,054	183,770	186,526	189,323	192,163	
			195,045	197,971	200,942	203,956	207,014	210,121	213,272	216,472	219,718	223,013	226,359	229,753	233,201	236,698	240,248	243,853	247,510	251,223	254,080

**Supplemental Pay Schedule
Effective July 1, 2023**

SUPPLEMENT / DUTY	AMOUNT	ADDITIONAL INFORMATION
Academic Architect	\$1,500	For teachers.
Additional Responsibilities / Supervisory / Administrative	5%	
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	\$50	For bus operators and monitors with perfect attendance each pay period.
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.
Bilingual (Spanish) Bonus	\$2,000	Bonus for all newly hired employees who are fluent in Spanish.
Bus Operator Trainer	\$800 per session	For Bus Operator trainers who complete full training session.
CDL Incentive	\$1,500	For full time employees who obtain CDL; driving commitment required; paid in one installment.
Certified Nurse Aide Program Coordinator	5%	
Chromebook Manager	\$1,000	If school does not have a Student Intervention Liaison.
Crossing Guard	\$2,000	
Department Chair – High	5%	With 210 day teacher contract.
Department Chair – Middle	\$1,250	
Doctorate Degree	\$1,200	For positions where degree is not required.
Engagement Summer Initiative	\$900	
Finance Officer I	\$1,000	Elementary schools, preschools, Amelia Street and RCEEA; paid in four installments.
	\$1,500	Elementary schools with fall membership over 600; paid in four installments.

\$ Annual supplement; % Based on annual salary

**Supplemental Pay Schedule
Effective July 1, 2023**

SUPPLEMENT / DUTY	AMOUNT	ADDITIONAL INFORMATION
Finance Officer II	\$2,500	Middle schools, Open High, Richmond Community High and Franklin Military Academy; paid in four installments.
	\$3,000	Middle schools with fall membership over 600; paid in four installments.
Finance Officer III	\$4,000	High schools; paid in four installments.
	\$4,500	High Schools with fall membership over 800; paid in four installments.
Grade Level Lead - Elementary	\$500	
High Need School Bonus – All Teacher Contract Hires	\$4,000	Bonus for all new hires, existing staff who transfer into, and current staff at high need schools. High need schools are Carver Elementary, Marsh Elementary, MLK Jr. Middle, River City Middle, Boushall Middle, Henderson Middle and Woodville Elementary. Requires a 3-year commitment to that school (with clawback provision if commitment not fulfilled).
High Need School Bonus – All Other School-Based Contract Staff	\$2,000	
High Usage Management	5%	Deemed by Principal.
Identified School Testing Coordinator (STC)	\$2,000	
Instructional Assistant	\$35 per day	For Instructional Assistants who cover for absent teachers when substitute teachers are not secured. Not to exceed five consecutive days.
Instructional Lead	\$500	
Lead Educational Diagnostician	5%	
Lead Occupational Therapist	5%	
Lead Psychologist	5%	
Lead Security Specialist	5%	
Lead Social Worker	5%	
Lead Speech Pathologist	5%	
Mandt Lead Instructor	\$500	
Master's Degree	\$576	For positions where degree is not required.
Middle/Secondary Enrollment: 1 – 9% (151 – 164 Students) Over the VDOE Threshold	\$500	Per semester for middle and high school teachers per Administrative Code 8VAC20-131-240.
Middle/Secondary Enrollment: 10%+ (165+ Students) Over the VDOE Threshold	\$750	Per semester for middle and high school teachers per Administrative Code 8VAC20-131-240.
National Board Certification	5%	For staff who achieve and maintain the National Board Certification. Must qualify under VDOE regulations.

\$ Annual supplement; % Based on annual salary

**Supplemental Pay Schedule
Effective July 1, 2023**

SUPPLEMENT / DUTY	AMOUNT	ADDITIONAL INFORMATION
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.
Relocation Bonus – All Teacher Contract Hires	\$2,000	Bonus for newly hired teacher contracts from 50 miles away.
School Nutrition Manager of 2 Schools	10%	
School Nutrition Manager of 3 Schools	15%	
Signing Bonus – All Teacher Contract Hires	\$4,000	Requires a 2-year commitment (with clawback provision if commitment not fulfilled).
Signing Bonus – All Other School-Based Contract Staff (including Bus Drivers and CSAs)	\$2,000	
Special Needs Bus Operator	\$500	
Speech Pathologist	10%	
Student Activities Coordinator – High School – High Use School	5%	
Student Activities Coordinator – Middle School	10%	
Testing Support	\$1,000	For non-classroom teachers.
Textbook and Digital Asset Manager –All grade levels based on enrollment	\$500	1 – 600 students
	\$800	601 – 1,200 students
	\$1,200	1,201+ students
Third Party DMV Tester	5%	
Web Master	\$1,000	

\$ Annual supplement; % Based on annual salary

**Substitute Rate Schedule
Effective July 1, 2023**

JOB TITLE	HOURLY RATE	HOURS PER DAY	DAILY RATE
Attendance Helper	\$12.00	7	\$84.00
Bus Monitor	\$12.50	6	\$75.00
Bus Operator	\$21.00	4	\$168.00
Clerical	\$12.00	8	\$96.00
Clerical Long-Term	\$14.28	8	\$114.24
Counselor	\$33.10	8	\$264.80
Custodian	\$12.00	8	\$96.00
Instructional Assistant	\$12.60	7	\$88.20
Instructional Assistant Long-Term	\$15.00	7	\$105.00
Librarian Long-Term	\$32.30	8	\$258.40
LPN	\$24.28	7	\$169.96
Nurse Assistant	\$19.00	7	\$133.00
RN	\$28.75	8	\$230.00
Security	\$12.00	8	\$96.00
Security Long-Term	\$14.35	8	\$114.80
Security Night	\$20.00	8	\$160.00
Teacher Daily – Tuesdays, Wednesdays and Thursdays	\$15.00	8	\$120.00
Teacher Daily – Mondays and Fridays	\$17.50	8	\$140.00
Teacher with 60 Work Day Commitment to RPS	\$20.00	8	\$160.00
Teacher Long-Term and/or Annual	\$28.13	8	\$225.04

**Temporary Rate Schedule
Effective July 1, 2023**

JOB TITLE	HOURLY RATE
Academic Coach	\$21.00
After School Activities Bus Driver	\$21.00
Aftercare Counselor	\$15.00
Algebra Readiness Administrator	\$30.00
Before and After School	\$21.00 – Teachers
	\$15.00 – Instructional Assistants
	\$12.00 – Clerical
Bilingual Parent Resource Liaison	\$21.00
Bus Driver Training (New)	\$22.00
Career and Technical Education Finance Officer – RTC (Night)	\$12.00
Career and Technical Education Office Associate – RTC (Night)	\$12.00
Career and Technical Education Teacher – RTC (Day or Night)	\$29.55
Career Coach Richmond Teacher Residency	\$25.00
COE	\$12.00
Coordinator of Student Conduct	\$30.55
Data Coordinator – 21 st Century	\$21.00
Driver Range Instructor	\$25.00
Floating PreK Staff Support	\$15.00
Food Service Manager in Training	\$20.00
Food Service Worker	\$15.00
Foreign Language Temp	\$30.00
Free/Reduced Lunch Application	\$12.00
Gaggle Support	\$40.00
GED Adult Education Enrollment/Data Coordinator	\$30.55
GED Data Clerical	\$12.00
GED Data Tech	\$12.00
GED Instructional Assistant	\$25.00
GED Instructor	\$30.55
GED Test Examiner	\$18.00
General Tutor: Algebra Readiness, Early Intervention, LIEP Extended Day, Extended Day, Extended Day Saturday, Extended Day Twilight, Project Graduation, SOL, Title I	\$30.00 – Teachers
	\$15.00 – Instructional Assistants
Homebound Teacher	\$22.00

**Temporary Rate Schedule
Effective July 1, 2023**

JOB TITLE	HOURLY RATE
Individual Student Alternative Ed Plan Coordinator – Youth GED	\$30.55
IEP Summer Support	\$25.00
Instructional Resource Designer	\$28.00
Instructor ABE/GED – Goochland	\$28.00
Interim Appointment	Minimum of interim pay grade
Intern	\$12.00
Internal Facilitator – School Improvement	\$40.00
Instructional Assistant – Covering the role of teacher due to teacher absence	\$50.00 – Half day
	\$100.00 – Full day
Instructional Coach	\$21.00
Job Coach	\$17.00
Language Instruction Educational Programs Instructional Assistant	\$13.00
Language Instruction Educational Programs Instructor for Adults	\$30.55
Language Instruction Educational Programs Parent Facilitator	\$21.00
Lunch Monitor	\$12.00
Lunch Supervision – Teachers	\$21.00
Mental Health Institute Attendee (Outside of Contract)	\$40.00
Nurse Summer Enrollment Support (RN/LPN)	\$22.00
Parent Facilitator	\$21.00
Per Class Hourly Teacher	\$31.20
Preschool Aftercare Program Coordinator	\$40.00
Preschool Aftercare Site Coordinator	\$20.00
Project Facilitator – Trainer for AP Classes	\$40.00
Reach Academy Teacher – Tier 1	\$50.00
Reach Academy Teacher – Tier 2	\$35.00
Reading Coach – R3	\$23.00
Richmond Eagles Medford Basketball League Coach	\$21.00
Richmond Regional Instructional Career Counselor	\$30.55
School Application Review Support	\$22.00
Site Coordinator – 21 st Century	\$35.00
Site Facilitator – 21 st Century	\$35.00

**Temporary Rate Schedule
Effective July 1, 2023**

JOB TITLE	HOURLY RATE
Security – 21 st Century	\$17.00
Summer Child Find, Evaluation, IEP Development for Early Childhood Special Education	\$40.00
Summer Developmental Screening Process for Newly Enrolled Preschoolers	\$15.00
Teacher - Additional teaching period (semester or year- long class)	Employee’s hourly rate
Teacher – Loss of 30 minute lunch for class coverage due to teacher absence	\$27.50
Teacher – Loss of planning for class coverage due to teacher absence, testing or testing related duties	\$55.00
Teacher – Planning or grading for classes without a substitute or long-term substitute	\$30.00
Teacher – Student absorption	\$55.00 divided by the number of classroom teachers accepting additional students
Teacher/Tutor – 21 st Century	\$30.00
Temporary	Salary contingent upon assignment
Temporary Administrator – Assistant Principal	\$40.00
Temporary Administrator – Principal	\$50.00
Temporary Clerical	\$12.00
Temporary Custodian	\$15.00
Temporary Information Technology	\$12.00
Temporary Instructional Specialist	\$40.00
Temporary Care and Safety Associate	\$17.00
Temporary Speech Pathologist	\$30.00
Textbook Manager	\$30.00
Virtual Tutoring Initiative Teacher – Tier 1	\$50.00
Translator/Interpreter	\$35.00
Virtual Tutoring Initiative Teacher – Tier 2	\$35.00
VGLA Scorer	\$18.00

**Summer School Rate Schedule
Effective July 1, 2023**

JOB TITLE	HOURLY RATE
Administrative Intern	\$40.00
Bus Monitor	Time and ½ : Hourly Rate x 1.5
Bus Operator	Time and ½ : Hourly Rate x 1.5
Care and Safety Associate	Time and ½ : Hourly Rate x 1.5
Instructional Assistant	Time and ½ : Hourly Rate x 1.5
Instructional Assistant (Certified Teacher)	\$25.00
Librarian Media Specialist	\$40.00
Licensed Practical Nurse	\$35.00
Nurse Assistant	Time and ½ : Hourly Rate x 1.5
Registered Nurse	\$40.00
School Counselor	\$40.00
School Nutrition Assistant	Time and ½ : Hourly Rate x 1.5
School Nutrition Manager	Time and ½ : Hourly Rate x 1.5
Substitute Clerical	\$12.00
Substitute Care and Safety Associate	\$12.00
Substitute Instructional Assistant	Time and ½ : Hourly Rate x 1.5
Substitute Teacher	\$40.00
Teacher	\$40.00
Testing Coordinator	\$40.00

**Athletic Supplement Schedule
Effective July 1, 2023**

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, 2023**

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, 2023**

High School

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

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

**Academic/Extracurricular Supplement Schedule
Effective July 1, 2023**

Alternative High School

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

Middle School

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

Elementary School

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

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

**Contract Schedule
Effective July 1, 2023**

Teacher

CONTRACT LENGTH	PAYCHECKS	CONTRACT DATES	PAY START DATE	PAY END DATE
260 Days	24	7/3/2023 – 6/28/2024	July 15, 2023	June 30, 2024
230 Days	24	8/1/2023 – 6/30/2024	August 15, 2023	July 31, 2024
210 Days	24	8/7/2023 – 6/7/2024	August 31, 2023	August 15, 2024
200 Days	24	8/14/2023 – 5/31/2024	August 31, 2023	August 15, 2024

Support

CONTRACT LENGTH	PAYCHECKS	CONTRACT DATES	PAY START DATE	PAY END DATE
260 Days	24	7/3/2023 – 6/28/2024	July 15, 2023	June 30, 2024
216 Days	24	8/1/2023 – 6/28/2024	August 15, 2023	July 31, 2024
201 Days	24	8/7/2023 – 6/7/2024	August 31, 2023	August 15, 2024
191 Days	24	8/14/2023 – 5/31/2024	August 31, 2023	August 15, 2024
191 Days	20	8/14/2023 – 5/31/2024	August 31, 2023	June 15, 2024
183 Days	24	8/17/2023 – 5/31/2024	August 31, 2023	August 15, 2024

RPS200 Schools

CONTRACT LENGTH	PAYCHECKS	CONTRACT DATES	PAY START DATE	PAY END DATE
Teacher – 230 Days	24	7/17/2023 – 5/31/2024	July 31, 2023	July 15, 2024
Support – 216 Days	24	7/17/2023 – 5/31/2024	July 31, 2023	July 15, 2024
Transportation – 216 Days	24	7/20/2023 – 5/31/2024	July 31, 2023	July 15, 2024

Patrick Henry

CONTRACT LENGTH	PAYCHECKS	CONTRACT DATES	PAY START DATE	PAY END DATE
Teacher – 230 Days	24	7/10/2023 – 6/21/2024	July 31, 2023	July 15, 2024
Teacher – 210 Days	24	7/17/2023 – 6/21/2024	July 31, 2023	July 15, 2024
Teacher – 200 Days	24	7/24/2023 – 6/14/2024	August 15, 2023	July 31, 2024
Support – 201 Days	24	7/17/2023 – 6/21/2024	July 31, 2023	July 15, 2024
Support – 191 Days	24	7/24/2023 – 6/14/2024	August 15, 2023	July 31, 2024

Transportation

CONTRACT LENGTH	PAYCHECKS	CONTRACT DATES	PAY START DATE	PAY END DATE
Bus Operators and Monitors 184 Days	24	8/9/2023 – 5/31/2024	August 31, 2023	August 15, 2024
Bus Operators and Monitors 184 Days	20	8/9/2023 – 5/31/2024	August 31, 2023	June 15, 2024



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