

# **SALARY SCHEDULES**



**EFFECTIVE JULY 1, 2015**

**Richmond Public Schools**  
**Salary Schedules**  
**July 1, 2015**

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This salary schedule shall be in force and effective July 1, 2015, and shall be applicable to the compensation payable to such employees thereafter unless otherwise provided by the School Board.

**Richmond Public Schools**  
**Position Titles/Grades (Exempt)**  
**Effective July 1, 2015**

The following are executive, administrative, or professional positions that are **exempt** from the overtime and minimum wage provisions of the Fair Labor Standards Act, as amended.

**Grade 24**

Associate Superintendent of Academic Services

**Grade 23**

Assistant Superintendent of Financial Services

Assistant Superintendent of Support Services

Chief of Staff

Executive Director Elementary Schools

Executive Director Exceptional Education & Student Services

Executive Director Human Resources

Executive Director Info Communication & Tech Services

Executive Director School Improvement & Innovation

Executive Director Secondary Schools

**Grade 22**

Communication Officer

Director Career & Technical Education

Director Curriculum and Instruction

Director Budget & Planning

Director Finance

Director Federal Programs K-12

Director Math/Science Center

Director Professional Development

Director Pupil Transportation

Director Purchasing

Director School Nutrition Services

Director Student Services

Principal Alternative School

Principal High School

**Grade 21**

Chief Internal Auditor

Chief Safety and Security

Director Hospital Education

Director Virginia Treatment Center

Hearing Officer

Manager Risk Management

Manager School Improvement

Principal Amelia/Thirteen Acres/REAL

Principal Middle School

Principal – Richmond Career Education and Employment Academy (RCEEA)

Project Manager – Turnaround Improvement Grant

**Grade 20**

Clerk of the School Board

Coordinator School Health Services

Manager Head Start Program

Manager Preschool Centers

Manager Pupil Personnel Services

Manager Regional Program

Manager State and Local Grants

Manager Testing and Data

Manager Virginia Preschool Initiative

Principal Detention Center

Principal Elementary School

Principal Franklin Military

Principal Open High

Principal Patrick Henry School of Science/ Arts

Principal Richmond Community

Senior Human Resources Coordinator

**Grade 19**

Assistant Director Hospital Education

Assistant Principal Alternative School

Assistant Principal High School

Coordinator ADA

Coordinator Administrative Services

Coordinator Exceptional Education

Coordinator Gifted and Talented

Coordinator Human Resources

Coordinator K-5 Programs – Math Science Innovation Center

Coordinator Medicaid Special Programs

Coordinator Operations – Math Science

Innovation Center

Coordinator Research & Development

Coordinator Saturday, Summer & Special

Programs – Math Science Innovation Center

Coordinator School/Business Partnerships

Coordinator Technology

Coordinator VPI Plus

Manager Accounting – Finance Operations

Manager Accounting – General Ledger & Reporting

Manager Data and Decision Support Services

Manager Data and Technical Support Center

Manager Network and Communications Services

**Grade 18**

Assistant Principal Middle School

Manager Capital Improvement Program(CIP) and Construction Projects

Senior Network Engineer

Technology Project Manager

## **Exempt Positions Continued**

### **Grade 17**

Application Administrator  
AS/400 Systems Administrator  
Assistant Principal Elementary School  
Auditor  
Budget Planning Analyst  
Financial Analyst – Grants  
Instructional Data Specialist  
Instructional Specialist  
Lead Coach – VPI Plus  
Literacy Coach - Title I  
Manager Division Records  
Project Manager ICTS  
School Nutrition Dietitian  
Security and Electronic Mail Administrator  
Senior Purchasing Officer  
Specialist Adult Instruction  
Specialist McKinney Vento Regional  
Homeless Education Program  
Specialist Safe and Nurturing Schools  
Specialist School Improvement K-12  
Specialist Teacher Incentive Fund Program  
Specialist Vocational Transition  
Systems Programmer Analyst  
Telecommunication Analyst  
Web Developer  
Web Support Specialist  
Writer / Producer

### **Grade 16**

Administrative Assistant to Superintendent  
Benefits Specialist  
Business Analyst  
Financial Manager – Math Science Innovation  
Center  
Lead Health and Family Services Specialist  
Network Analyst Technician  
Program Monitor  
Senior Accountant  
Server Technician  
Specialist MSiC Database Systems  
Specialist Web Based Programs and Graphics -  
Math Science Innovation Center  
Supervisor Electrical/Temperature Control  
Supervisor Facilities Maintenance Mechanical  
Supervisor of Operations

### **Grade 15**

Family Service Advocate - Head Start  
Financial Data Manager- Pupil Transportation  
GED/ISAEP Lead Instructor  
Information Systems Trainer  
Instruction Assessment & Analyst Specialist  
Lead Family Services Advocate  
Nurse-Bachelor's Degree  
Program Monitor Head Start  
Project Coordinator  
Project Facilitator Workforce Investment Act  
Specialist Math Science Innovation Center  
Supervisor Computer Service Center  
Supervisor School Nutrition Services  
VMware Administrator

### **Grade 14**

Associate Educator – Math Science Innovation  
Center  
Construction Inspector  
Executive Assistant School Board  
Manager Custodial Night  
Manager Custodial Services  
Network Specialist – Math Science Innovation Center  
Public Relations and Marketing Specialist II  
Safety Trainer  
Senior Violence Prevention & Attendance Specialist  
Supervisor Transportation

### **Grade 13**

Health Specialist –Head Start  
Nurse-RN  
Parent /Instruction Coordinator  
Purchasing Officer  
Station Operator

### **Grade 12**

Safety Trainer – Transportation

### **Grade 11**

Senior Human Resources Associate – Substitute Office  
Specialist Early Head Start

### **Grade 10**

Administrative Office Associate – Public Information

**Richmond Public Schools**  
**Position Titles/Grades (Non-exempt)**  
**Effective July 1, 2015**

The following are **non-exempt** positions that are subject to the overtime and minimum wage provisions of the Fair Labor Standards Act, as amended.

**Grade 14**

Executive Assistant School Board  
Executive Office Associate II  
Staff Accountant

**Grade 13**

Career Coach  
Case Manager  
Project Facilitator Safety

**Grade 12**

Assistant Educator  
Assistant Operations Officer  
Bilingual Parent Community Liaison  
Bilingual Parent Resource  
Electronic Maintenance Technician  
Executive Office Associate I  
Foreman  
Foreman Electrical/Temperature  
Grant Writer  
Nutrition Specialist  
Operations Assistant  
Parent Community Liaison  
Server Technician Assistant  
Supervisor of Stores  
Violence Prevention Attendance Specialist

**Grade 11**

Accountant – Head Start  
Analyst Energy Management  
Building Superintendent  
Desktop Technician  
Grant Technical Assistant  
HVAC Technician II  
Manager School Nutrition Services- Large  
Mechanic Sheet Metal  
Mechanic Temperature Control  
Microcomputer Technician  
Roving Security Specialist  
Senior Human Resources Associate  
Service Desk Team Lead  
Student Records Coordinator  
Telecommunications Technician  
Transportation Management Specialist  
Transportation Scheduling Technician  
Technician Accounting  
Technician Accounts Payable - Processing  
Technician Maintenance SNS  
Technician Payroll – Processing

**Grade 10**

Administrative Office Associate  
Administrative Office Associate-Schools  
Attendance Officer  
Electrician  
Human Resources Associate  
HVAC Technician I  
Manager School Nutrition Services – Small  
Nurse - LPN  
Plumber  
Property Specialist  
Radio Dispatcher  
Safety/Training Associate  
Senior Data Technician – Math Science Innovation  
Street Foreman  
Street Supervisor  
Technician Senior Data

**Grade 9**

Carpenter  
Data Specialist  
Lead Equipment Operator  
Manager Nutrition – Non-degree  
Re-enrollment Specialist  
Technician Accounts Payable – Administrative  
Technician Payroll – Administrative  
Technician Senior Account  
Technician Television/ Media

**Grade 8**

Developmental Support Monitor  
Enrollment Associate – Head Start  
Family Provider  
Health Services Monitor  
Human Resources Assistant  
Office Associate III  
Operator Computer Systems  
Security Specialist

**Grade 7**

Enrollment Associate – Pupil Personnel  
Family Service Worker Head Start  
Instructional Assistant III  
Labor/ Trades Crew Leader  
Media Technician  
Music Trainer  
Office Associate II

## **Non-Exempt Positions Continued**

### **Grade 6**

Account Technician  
Bus Operator  
Educator Head Start  
Equipment Operator  
Instructional Assistant II  
Maintenance Repair Worker  
Senior Auto Mechanic  
Nurse Assistant

### **Grade 5**

Attendance Helper  
Copy Center Technician  
Custodian Crew Leader  
Family Service Assistant  
Instructional Assistant I  
Nurse Aide  
Records Technician

### **Grade 4**

Bus Monitor  
Custodial Maintenance Worker  
Desktop Support Processor  
Equipment Operator/ Laborer  
Food Service Cook  
Grounds Maintenance Worker  
Maintenance Scrub Crew  
Maintenance Worker

### **Grade 3**

Custodian

### **Grade 2**

Food Service Assistant

## **Positions Assigned to the Teacher's Salary Schedule (Exempt)**

Administrative Dean  
Art Therapist  
Associate Educator  
Behavioral Specialist  
Clinical Psychologist  
Coach – VPI Plus  
Director of Army Instruction  
Educational Consultant  
Freshman Academy Secondary Math  
School Counselor  
Guidance Department Head  
International Baccalaureate Program Coordinator  
Interpreter  
Lead Occupational Therapist  
Librarian Media Specialist  
Music Therapist  
Occupational Therapist  
Physical Therapist  
School Psychologist  
School Social Worker  
Senior School Psychologist  
Senior School Social Worker  
Senior Speech Pathologist  
Specialist Child Development  
Specialist Literacy Coach/Reading  
Specialist Voyager Program  
Speech Pathologist  
Strategic Reading Coach  
Teacher  
Teacher Department Head  
Teacher Military  
Transition Mentor  
Vocational Evaluator

**Richmond Public Schools  
Credit for Experience Table  
Teacher Salary Schedule  
Effective July 1, 2015**

<u>YEARS OF EXPERIENCE</u>	<u>STEP</u>
0-9	3
10-11	4
12-15	5
16-18	6
19	7
20-21	8
22	9
23	10
24	11
25	12
26-32	13
33	14
34-35	15
36	16
37	17
38	18
39	19
40+	20

**Richmond Public Schools  
Teacher Salary Schedule  
(Employees covered by VRS)  
Effective July 1, 2015**

<b>200 DAYS (194 Work Days*) STEPS</b>	<b>BACHELOR'S 95</b>	<b>MASTER'S 195</b>	<b>MASTER'S + 30 295</b>
1	--	--	--
2	--	--	--
3	44,525	46,751	49,090
4	45,415	47,685	50,073
5	46,779	49,116	51,574
6	48,183	50,591	53,120
7	49,626	52,112	54,716
8	51,116	53,672	56,356
9	52,650	55,281	58,048
10	54,229	56,943	59,791
11	55,858	58,647	61,582
12	57,533	60,409	63,430
13	59,259	62,221	65,331
14	61,038	64,088	67,294
15	62,870	66,010	69,313
16	64,754	67,990	71,391
17	66,697	70,029	73,530
18	68,697	72,132	75,738
19	70,759	74,298	78,010
20	72,881	76,523	80,350

<b>204 DAYS STEPS</b>	<b>BACHELOR'S 100</b>	<b>MASTER'S 200</b>	<b>MASTER'S + 30 300</b>
1	--	--	--
2	--	--	--
3	46,837	49,177	51,639
4	47,772	50,164	52,671
5	49,205	51,669	54,253
6	50,682	53,216	55,877
7	52,203	54,814	57,554
8	53,771	56,459	59,282
9	55,383	58,152	61,059
10	57,042	59,896	62,893
11	58,752	61,692	64,780
12	60,520	63,544	66,722
13	62,334	65,453	68,724
14	64,200	67,413	70,785
15	66,129	69,438	72,908
16	68,114	71,518	75,096
17	70,156	73,664	77,348
18	72,260	75,878	79,671
19	74,429	78,150	82,059
20	76,662	80,494	84,523

**\*6 discretionary days as determined by the School Board and the Superintendent**



**Richmond Public Schools  
Teacher Salary Schedule  
(Employees covered by VRS)  
Effective July 1, 2015**

<b>216 DAYS STEPS</b>	<b>BACHELOR'S 110</b>	<b>MASTER'S 210</b>	<b>MASTER'S + 30 310</b>
1	--	--	--
2	--	--	--
3	51,527	54,100	56,804
4	52,555	55,181	57,943
5	54,131	56,838	59,682
6	55,754	58,542	61,471
7	57,428	60,299	63,315
8	59,148	62,107	65,215
9	60,924	63,972	67,173
10	62,751	65,891	69,186
11	64,636	67,869	71,262
12	66,573	69,904	73,400
13	68,571	72,001	75,600
14	70,630	74,162	77,870
15	72,748	76,384	80,206
16	74,929	78,677	82,613
17	77,178	81,038	85,092
18	79,495	83,466	87,645
19	81,881	85,972	90,273
20	84,335	88,552	92,982

<b>261 DAYS STEPS</b>	<b>BACHELOR'S 120</b>	<b>MASTER'S 220</b>	<b>MASTER'S + 30 320</b>
1	--	--	--
2	--	--	--
3	56,213	59,023	61,977
4	57,338	60,204	63,216
5	59,057	62,010	65,111
6	60,829	63,868	67,064
7	62,654	65,787	69,076
8	64,532	67,759	71,147
9	66,469	69,794	73,284
10	68,463	71,887	75,481
11	70,519	74,044	77,747
12	72,632	76,264	80,078
13	74,812	78,551	82,480
14	77,056	80,910	84,957
15	79,370	83,336	87,504
16	81,749	85,836	90,130
17	84,200	88,412	92,834
18	86,728	91,063	95,619
19	89,327	93,797	98,488
20	92,012	96,609	101,442

**Richmond Public Schools  
Support Salary Schedule  
(Employees covered by VRS)  
Effective July 1, 2015**

<b>261 Days Hours/Pay Grade</b>	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
12M-8 01	18,760	24,111	29,462
12M-8 02	20,184	25,943	31,698
12M-8 03	21,721	27,916	34,108
12M-8 04	23,373	30,035	36,701
12M-8 05	25,150	32,320	39,491
12M-8 06	27,059	34,777	42,491
12M-8 07	29,115	37,418	45,722
12M-8 08	31,329	40,261	49,195
12M-8 09	33,707	43,321	52,934
12M-8 10	36,270	46,615	56,958
12M-8 11	39,027	50,157	61,287
12M-8 12	41,996	53,970	65,947
12M-8 13	45,187	58,071	70,957
12M-8 14	48,617	62,481	76,351
12M-8 15	52,312	67,234	82,152
12M-8 16	56,289	72,343	88,395
12M-8 17	60,568	77,840	95,115
12M-8 18	65,170	83,757	102,341
12M-8 19	70,124	90,122	110,118
12M-8 20	75,455	96,972	118,489
12M-8 21	81,187	104,341	127,493
12M-8 22	87,358	112,271	137,183
12M-8 23	92,208	120,803	147,612
12M-8 24	101,143	129,985	158,827
12M-8 25	108,827	139,865	170,898

**Richmond Public Schools  
Support Salary Schedule  
(Employees covered by VRS)  
Effective July 1, 2015**

<b>216 Days Contract Hours/Pay Grade</b>	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
11M-7 01	13,700	17,607	21,515
11M-7 02	14,741	18,946	23,149
11M-7 03	15,862	20,385	24,910
11M-7 04	17,068	21,933	26,802
11M-7 05	18,366	23,602	28,838
11M-7 06	19,759	25,396	31,032
11M-7 07	21,262	27,325	33,389
11M-7 08	22,879	29,403	35,928
11M-7 09	24,617	31,637	38,657
11M-7 10	26,488	34,043	41,596
11M-7 11	28,503	36,629	44,757
11M-7 12	30,666	39,412	48,159
11M-7 13	32,997	42,408	51,818
11M-7 14	35,506	45,628	55,757
11M-7 15	38,204	49,101	59,995
11M-7 16	41,109	52,832	64,553
11M-7 17	44,234	56,846	69,458
11M-7 18	47,593	61,166	74,739
11M-7 19	51,211	65,814	80,418
11M-7 20	55,101	70,818	86,531
11M-7 21	59,291	76,201	93,106
11M-7 22	63,796	81,991	100,184
11M-7 23	68,644	88,219	107,799
11M-7 24	73,863	94,927	115,991
11M-7 25	79,477	102,140	124,806
11M-8 01	15,657	20,124	24,587
11M-8 02	16,848	21,651	26,457
11M-8 03	18,127	23,298	28,469
11M-8 04	19,507	25,067	30,633
11M-8 05	20,991	26,974	32,959
11M-8 06	22,582	29,023	35,464
11M-8 07	24,299	31,229	38,158
11M-8 08	26,147	33,603	41,059
11M-8 09	28,135	36,154	44,180
11M-8 10	30,272	38,906	47,537
11M-8 11	32,572	41,862	51,150
11M-8 12	35,048	45,044	55,037
11M-8 13	37,713	48,464	59,222
11M-8 14	40,577	52,150	63,723
11M-8 15	43,662	56,114	68,566
11M-8 16	46,980	60,377	73,776
11M-8 17	50,551	64,967	79,383
11M-8 18	54,394	69,904	85,415
11M-8 19	58,529	75,217	91,907
11M-8 20	62,974	80,933	98,894
11M-8 21	67,761	87,086	106,411
11M-8 22	72,912	93,704	114,495
11M-8 23	78,452	100,824	123,199
11M-8 24	84,416	108,488	132,561
11M-8 25	90,831	116,730	142,634

**Richmond Public Schools  
Support Salary Schedule  
(Employees covered by VRS)  
Effective July 1, 2015**

<b>201 Days Contract Hours/Pay Grade</b>	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
10M-7 01	12,752	16,390	20,028
10M-7 02	13,722	17,637	21,549
10M-7 03	14,764	18,977	23,188
10M-7 04	15,890	20,417	24,950
10M-7 05	17,094	21,971	26,847
10M-7 06	18,395	23,637	28,887
10M-7 07	19,793	25,436	31,080
10M-7 08	21,297	27,370	33,443
10M-7 09	22,915	29,449	35,984
10M-7 10	24,657	31,689	38,717
10M-7 11	26,532	34,098	41,665
10M-7 12	28,546	36,689	44,831
10M-7 13	30,717	39,476	48,236
10M-7 14	33,050	42,479	51,902
10M-7 15	35,564	45,704	55,848
10M-7 16	38,267	49,179	60,092
10M-7 17	41,174	52,917	64,659
10M-7 18	44,305	56,938	69,573
10M-7 19	47,670	61,266	74,860
10M-7 20	51,294	65,921	80,548
10M-7 21	55,193	70,932	86,671
10M-7 22	59,386	76,323	93,258
10M-7 23	63,900	82,126	100,345
10M-7 24	68,758	88,365	107,973
10M-7 25	73,982	95,080	116,178
10M-8 01	14,577	18,732	22,888
10M-8 02	15,682	20,155	24,628
10M-8 03	16,874	21,689	26,500
10M-8 04	18,159	23,335	28,512
10M-8 05	19,539	25,109	30,680
10M-8 06	21,023	27,018	33,015
10M-8 07	22,619	29,070	35,522
10M-8 08	24,339	31,279	38,222
10M-8 09	26,188	33,658	41,125
10M-8 10	28,180	36,215	44,251
10M-8 11	30,322	38,969	47,615
10M-8 12	32,625	41,930	51,235
10M-8 13	35,107	45,115	55,128
10M-8 14	37,773	48,545	59,317
10M-8 15	40,643	52,236	63,825
10M-8 16	43,733	56,207	68,675
10M-8 17	47,057	60,477	73,873
10M-8 18	50,632	65,073	79,510
10M-8 19	54,483	70,017	85,554
10M-8 20	58,620	75,340	92,055
10M-8 21	63,077	81,066	99,051
10M-8 22	67,872	87,226	106,582
10M-8 23	73,028	93,855	114,681
10M-8 24	78,579	100,988	123,398
10M-8 25	84,551	108,662	132,775

**Richmond Public Schools  
Support Salary Schedule  
(Employees covered by VRS)  
Effective July 1, 2015**

<b>191 Days Contract Hours/Pay Grade</b>	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
95M-7 01	12,122	15,578	19,036
95M-7 02	13,043	16,763	20,481
95M-7 03	14,033	18,035	22,041
95M-7 04	15,101	19,409	23,714
95M-7 05	16,249	20,884	25,516
95M-7 06	17,483	22,471	27,456
95M-7 07	18,813	24,176	29,544
95M-7 08	20,243	26,016	31,788
95M-7 09	21,782	27,993	34,202
95M-7 10	23,437	30,120	36,803
95M-7 11	25,218	32,409	39,600
95M-7 12	27,135	34,870	42,611
95M-7 13	29,196	37,523	45,848
95M-7 14	31,414	40,375	49,335
95M-7 15	33,803	43,443	53,083
95M-7 16	36,373	46,743	57,116
95M-7 17	39,136	50,297	61,457
95M-7 18	42,111	54,122	66,128
95M-7 19	45,312	58,234	71,154
95M-7 20	48,755	62,659	76,562
95M-7 21	52,458	67,420	82,381
95M-7 22	56,445	72,544	88,641
95M-7 23	60,738	78,060	95,379
95M-7 24	65,354	83,991	102,628
95M-7 25	70,320	90,373	110,426
95M-8 01	13,856	17,804	21,754
95M-8 02	14,906	19,158	23,409
95M-8 03	16,040	20,613	25,190
95M-8 04	17,259	22,180	27,102
95M-8 05	18,570	23,865	29,161
95M-8 06	19,982	25,680	31,376
95M-8 07	21,501	27,631	33,763
95M-8 08	23,134	29,731	36,329
95M-8 09	24,892	31,990	39,090
95M-8 10	26,785	34,423	42,062
95M-8 11	28,821	37,040	45,258
95M-8 12	31,011	39,853	48,698
95M-8 13	33,367	42,881	52,398
95M-8 14	35,904	46,140	56,380
95M-8 15	38,632	49,649	60,666
95M-8 16	41,567	53,421	65,275
95M-8 17	44,728	57,481	70,237
95M-8 18	48,128	61,852	75,575
95M-8 19	51,782	66,552	81,320
95M-8 20	55,719	71,609	87,500
95M-8 21	59,955	77,053	94,147
95M-8 22	64,510	82,909	101,305
95M-8 23	69,416	89,207	109,004
95M-8 24	74,689	95,989	117,287
95M-8 25	80,369	103,282	126,201

**Richmond Public Schools  
Support Salary Schedule  
(Employees covered by VRS)  
Effective July 1, 2015**

**Bus Monitor/Operators 184 Days**

<b>Hours/Pay Grade</b>	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
BMON6 - 406	12,406	15,941	19,480
BOPT6 - 606	14,359	18,458	22,552
BOPT7 - 607	16,755	21,532	26,311
BOPT8 - 608	19,147	24,610	30,072

**Food Services 183 Days**

FOOD-4 2400	6,898	8,865	10,830
FOOD-5 2500	8,621	11,081	13,539
FOOD-6 2600	10,658	13,694	16,733
FOOD-7 2700	12,432	15,977	19,521
FOOD-7 4700	14,394	18,498	22,604
FOOD-8 2800	14,208	18,261	22,311
FOOD45 2450	7,759	9,968	12,184
FOOD55 2550	9,483	12,187	14,893

**The following Salary Schedules are for Employees not covered by VRS.**

- Employees who work less than 75% of a full time contract.
- Employees covered under the Richmond Retirement System.
- Retired employees working in critical shortage areas.
- Employees who work full time for two VRS participating agencies.

**Richmond Public Schools  
Teacher Salary Schedule  
(Employees not covered by VRS)  
Effective July 1, 2015**

<b>200 DAYS (194 Work Days*) STEPS</b>	<b>BACHELOR'S 95</b>	<b>MASTER'S 195</b>	<b>MASTER'S + 30 295</b>
1	--	--	--
2	--	--	--
3	42,376	44,495	46,721
4	43,223	45,385	47,657
5	44,521	46,746	49,085
6	45,857	48,149	50,558
7	47,230	49,598	52,075
8	48,648	51,082	53,636
9	50,109	52,614	55,246
10	51,612	54,194	56,905
11	53,160	55,817	58,609
12	54,756	57,495	60,369
13	56,399	59,218	62,180
14	58,092	60,994	64,045
15	59,835	62,825	65,967
16	61,628	64,710	67,945
17	63,478	66,649	69,983
18	65,382	68,652	72,083
19	67,344	70,711	74,246
20	69,364	72,830	76,473

<b>204 DAYS STEPS</b>	<b>BACHELOR'S 100</b>	<b>MASTER'S 200</b>	<b>MASTER'S +30 300</b>
1	--	--	--
2	--	--	--
3	44,576	46,804	49,147
4	45,468	47,743	50,129
5	46,830	49,174	51,633
6	48,237	50,649	53,179
7	49,685	52,169	54,777
8	51,177	53,734	56,422
9	52,711	55,345	58,114
10	54,290	57,005	59,858
11	55,918	58,715	61,652
12	57,599	60,477	63,502
13	59,326	62,293	65,408
14	61,104	64,160	67,370
15	62,939	66,088	69,390
16	64,826	68,067	71,473
17	66,770	70,109	73,617
18	68,773	72,215	75,826
19	70,838	74,380	78,100
20	72,963	76,611	80,444

\* 6 discretionary days as determined by the School Board and the Superintendent



**Richmond Public Schools  
Teacher Salary Schedule  
(Employees not covered by VRS)  
Effective July 1, 2015**

<b>216 DAYS STEPS</b>	<b>BACHELOR'S 110</b>	<b>MASTER'S 210</b>	<b>MASTER'S + 30 310</b>
1	--	--	--
2	--	--	--
3	49,040	51,490	54,063
4	50,018	52,518	55,146
5	51,518	54,095	56,801
6	53,063	55,717	58,505
7	54,656	57,389	60,259
8	56,294	59,111	62,067
9	57,986	60,885	63,931
10	59,724	62,711	65,848
11	61,517	64,594	67,823
12	63,360	66,530	69,858
13	65,263	68,526	71,953
14	67,221	70,583	74,112
15	69,237	72,699	76,336
16	71,314	74,880	78,627
17	73,455	77,128	80,986
18	75,658	79,440	83,415
19	77,930	81,824	85,917
20	80,265	84,278	88,494

<b>261 DAYS STEPS</b>	<b>BACHELOR'S 120</b>	<b>MASTER'S 220</b>	<b>MASTER'S + 30 320</b>
1	--	--	--
2	--	--	--
3	53,500	56,175	58,987
4	54,572	57,299	60,164
5	56,207	59,019	61,969
6	57,893	60,785	63,828
7	59,630	62,612	65,743
8	61,418	64,491	67,714
9	63,262	66,426	69,747
10	65,160	68,417	71,838
11	67,116	70,470	73,995
12	69,128	72,585	76,214
13	71,200	74,760	78,500
14	73,337	77,006	80,855
15	75,539	79,315	83,282
16	77,804	81,693	85,781
17	80,137	84,146	88,354
18	82,543	86,670	91,004
19	85,017	89,271	93,736
20	87,571	91,948	96,546

**Richmond Public Schools  
Support Salary Schedule  
(Employees not covered by VRS)  
Effective July 1, 2015**

<b>261 Days Contract Hours/Pay Grade</b>	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
12M-8 01	18,034	23,177	28,321
12M-8 02	19,403	24,939	30,471
12M-8 03	20,879	26,834	32,787
12M-8 04	22,467	28,872	35,280
12M-8 05	24,174	31,068	37,960
12M-8 06	26,009	33,429	40,845
12M-8 07	27,989	35,969	43,951
12M-8 08	30,115	38,702	47,291
12M-8 09	32,402	41,642	50,884
12M-8 10	34,865	44,809	54,751
12M-8 11	37,515	48,214	58,913
12M-8 12	40,369	51,879	63,392
12M-8 13	43,436	55,821	68,208
12M-8 14	46,735	60,061	73,394
12M-8 15	50,285	64,629	78,970
12M-8 16	54,109	69,540	84,971
12M-8 17	58,222	74,825	91,430
12M-8 18	62,646	80,512	98,376
12M-8 19	67,407	86,631	105,853
12M-8 20	72,531	93,217	113,899
12M-8 21	78,043	100,299	122,555
12M-8 22	83,974	107,922	131,869
12M-8 23	88,636	116,123	141,893
12M-8 24	97,225	124,950	152,674
12M-8 25	104,612	134,446	164,279

**Richmond Public Schools  
Support Salary Schedule  
(Employees not covered by VRS)  
Effective July 1, 2015**

<b>216 Days Contract Hours/Pay Grade</b>	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
11M-7 01	13,169	16,926	20,682
11M-7 02	14,169	18,212	22,253
11M-7 03	15,248	19,596	23,946
11M-7 04	16,407	21,083	25,764
11M-7 05	17,654	22,687	27,722
11M-7 06	18,994	24,413	29,830
11M-7 07	20,439	26,266	32,096
11M-7 08	21,993	28,264	34,535
11M-7 09	23,663	30,410	37,159
11M-7 10	25,462	32,724	39,983
11M-7 11	27,398	35,210	43,023
11M-7 12	29,479	37,886	46,293
11M-7 13	31,719	40,765	49,810
11M-7 14	34,129	43,861	53,597
11M-7 15	36,724	47,198	57,670
11M-7 16	39,516	50,785	62,053
11M-7 17	42,519	54,645	66,768
11M-7 18	45,750	58,796	71,843
11M-7 19	49,228	63,265	77,302
11M-7 20	52,967	68,074	83,178
11M-7 21	56,994	73,248	89,500
11M-7 22	61,325	78,815	96,302
11M-7 23	65,986	84,801	103,623
11M-7 24	71,002	91,250	111,498
11M-7 25	76,398	98,184	119,972
11M-8 01	15,051	19,345	23,635
11M-8 02	16,196	20,813	25,432
11M-8 03	17,426	22,396	27,366
11M-8 04	18,751	24,097	29,446
11M-8 05	20,177	25,929	31,682
11M-8 06	21,707	27,898	34,091
11M-8 07	23,358	30,019	36,680
11M-8 08	25,135	32,301	39,467
11M-8 09	27,044	34,754	42,468
11M-8 10	29,099	37,398	45,695
11M-8 11	31,311	40,240	49,169
11M-8 12	33,691	43,298	52,906
11M-8 13	36,252	46,587	56,928
11M-8 14	39,005	50,129	61,254
11M-8 15	41,971	53,940	65,909
11M-8 16	45,159	58,039	70,918
11M-8 17	48,593	62,450	76,308
11M-8 18	52,287	67,196	82,106
11M-8 19	56,261	72,304	88,348
11M-8 20	60,534	77,799	95,063
11M-8 21	65,137	83,712	102,288
11M-8 22	70,087	90,074	110,059
11M-8 23	75,413	96,918	118,426
11M-8 24	81,146	104,285	127,426
11M-8 25	87,312	112,209	137,109

**Richmond Public Schools  
Support Salary Schedule  
(Employees not covered by VRS)  
Effective July 1, 2015**

<b>201 Days Contract Hours/Pay Grade</b>	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
10M-7 01	12,259	15,754	19,252
10M-7 02	13,191	16,954	20,715
10M-7 03	14,193	18,242	22,289
10M-7 04	15,274	19,626	23,982
10M-7 05	16,432	21,120	25,806
10M-7 06	17,683	22,722	27,767
10M-7 07	19,027	24,450	29,877
10M-7 08	20,472	26,310	32,147
10M-7 09	22,028	28,308	34,590
10M-7 10	23,702	30,461	37,218
10M-7 11	25,504	32,776	40,051
10M-7 12	27,441	35,267	43,093
10M-7 13	29,526	37,946	46,367
10M-7 14	31,771	40,833	49,891
10M-7 15	34,185	43,934	53,684
10M-7 16	36,785	47,274	57,764
10M-7 17	39,580	50,868	62,155
10M-7 18	42,588	54,732	66,878
10M-7 19	45,823	58,892	71,960
10M-7 20	49,307	63,368	77,428
10M-7 21	53,055	68,185	83,313
10M-7 22	57,086	73,366	89,645
10M-7 23	61,426	78,944	96,457
10M-7 24	66,095	84,942	103,789
10M-7 25	71,116	91,398	111,677
10M-8 01	14,013	18,006	22,001
10M-8 02	15,074	19,374	23,673
10M-8 03	16,221	20,849	25,473
10M-8 04	17,455	22,430	27,407
10M-8 05	18,783	24,137	29,492
10M-8 06	20,208	25,972	31,735
10M-8 07	21,743	27,943	34,147
10M-8 08	23,396	30,068	36,741
10M-8 09	25,174	32,354	39,532
10M-8 10	27,088	34,812	42,537
10M-8 11	29,147	37,460	45,770
10M-8 12	31,361	40,306	49,250
10M-8 13	33,747	43,367	52,992
10M-8 14	36,310	46,665	57,020
10M-8 15	39,068	50,212	61,353
10M-8 16	42,039	54,028	66,014
10M-8 17	45,234	58,134	71,011
10M-8 18	48,671	62,551	76,430
10M-8 19	52,372	67,304	82,240
10M-8 20	56,350	72,421	88,490
10M-8 21	60,633	77,926	95,214
10M-8 22	65,242	83,847	102,453
10M-8 23	70,199	90,219	110,239
10M-8 24	75,535	97,076	118,617
10M-8 25	81,275	104,453	127,632

**Richmond Public Schools  
Support Salary Schedule  
(Employees not covered by VRS)  
Effective July 1, 2015**

191 Days Contract Hours/Pay Grade	Minimum	Midpoint	Maximum
95M-7 01	11,652	14,974	18,299
95M-7 02	12,537	16,113	19,687
95M-7 03	13,490	17,337	21,186
95M-7 04	14,516	18,656	22,795
95M-7 05	15,620	20,075	24,527
95M-7 06	16,806	21,600	26,392
95M-7 07	18,084	23,240	28,399
95M-7 08	19,459	25,008	30,557
95M-7 09	20,937	26,908	32,877
95M-7 10	22,529	28,953	35,377
95M-7 11	24,241	31,153	38,066
95M-7 12	26,083	33,520	40,959
95M-7 13	28,066	36,069	44,071
95M-7 14	30,197	38,811	47,424
95M-7 15	32,493	41,761	51,027
95M-7 16	34,963	44,932	54,904
95M-7 17	37,621	48,349	59,076
95M-7 18	40,479	52,024	63,567
95M-7 19	43,557	55,977	68,397
95M-7 20	46,866	60,233	73,597
95M-7 21	50,426	64,809	79,190
95M-7 22	54,259	69,734	85,207
95M-7 23	58,385	75,036	91,683
95M-7 24	62,822	80,737	98,652
95M-7 25	67,596	86,872	106,149
95M-8 01	13,318	17,115	20,912
95M-8 02	14,329	18,416	22,503
95M-8 03	15,419	19,815	24,214
95M-8 04	16,591	21,321	26,051
95M-8 05	17,851	22,940	28,032
95M-8 06	19,208	24,685	30,161
95M-8 07	20,667	26,561	32,456
95M-8 08	22,239	28,580	34,922
95M-8 09	23,928	30,750	37,575
95M-8 10	25,748	33,089	40,432
95M-8 11	27,703	35,605	43,504
95M-8 12	29,810	38,309	46,811
95M-8 13	32,075	41,220	50,368
95M-8 14	34,513	44,353	54,197
95M-8 15	37,136	47,725	58,316
95M-8 16	39,956	51,352	62,746
95M-8 17	42,995	55,255	67,516
95M-8 18	46,264	59,456	72,647
95M-8 19	49,778	63,973	78,169
95M-8 20	53,562	68,835	84,111
95M-8 21	57,633	74,068	90,500
95M-8 22	62,011	79,698	97,380
95M-8 23	66,726	85,752	104,781
95M-8 24	71,796	92,270	112,743
95M-8 25	77,254	99,281	121,313

**Richmond Public Schools  
Support Salary Schedule  
(Employees not covered by VRS)  
Effective July 1, 2015**

**Bus Operators 184 Days**

<b>Hours/Pay Grade</b>	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
BMON6 -406	11,924	15,323	18,726
BOPT6 - 606	13,804	17,742	21,678
BOPT7 - 607	16,105	20,698	25,292
BOPT8 - 608	18,406	23,657	28,906

**Food Services 183 Days**

FOOD-4 2400	6,830	8,778	10,722
FOOD-5 2500	8,536	10,971	13,405
FOOD-6 2600	10,244	13,164	16,086
FOOD-7 2700	11,951	15,358	18,765
FOOD-7 4700	13,835	17,783	21,728
FOOD-8 2800	13,658	17,552	21,447
FOOD45 2450	7,682	9,870	12,063
FOOD55 2550	9,389	12,066	14,746

**Richmond Public Schools  
Substitute Salary Schedule  
Effective July 1, 2015 (Updated August 17, 2015)**

<b>Job Title</b>	<b>Hourly Rate</b>
Degreed Teacher	\$10.44
Degreed Teacher Long-Term	\$18.13
Non-Degreed Teacher (60 credit hours)	\$8.99
Non-Degreed Teacher Long-Term (60 credit hours)	\$17.89
Family Provider	\$10.29
Family Provider Long-Term	\$14.79
Attendance Helper	\$11.22
Instructional Assistant	\$7.36
Instructional Assistant I Long-Term	\$11.39
Instructional Assistant II Long-Term	\$12.25
Instructional Assistant III Long-Term	\$13.20
Clerical	\$11.00
CNA	\$18.50
LPN	\$20.17
RN	\$23.35
Counselor	\$32.27
Librarian Long-Term	\$31.51
Security	\$9.26
Security Long-Term	\$13.98
Custodian	\$7.50
Bus Monitor	\$10.43
Bus Operator	\$12.08

**Richmond Public Schools  
Non-Contracted Salary Schedule  
Effective July 1, 2015**

Job Title	Hourly Rate
Academic Coach	\$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)
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 (Night or Day)	\$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	\$8.50
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, Career and Service Center, Career and Technical Education, ESL Extended Day, Extended Day, Extended Day Saturday, Exteri (PALS), Library Homework Help Program, Middle School Renaissance, Project Graduation, Title I, Twilight)	\$21.00 (Bachelor’s Degree) \$16.00 (Associate’s Degree/College Student) \$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
Lunch Monitor	\$7.25
Per Class Hourly Teacher	\$31.20



**Richmond Public Schools  
Non-Contracted Salary Schedule (Continued)  
Effective July 1, 2015**

Project Facilitator – Trainer for AP Classes	\$40.00
Reading Coach- R3	\$23.00
Regional Adult Education Specialist	\$30.55
Richmond Regional Instructional Career Counselor	\$30.55
Teacher Incentive Fund Grant Mentor	\$23.00
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
VGLA Scorer	\$18.00

**Richmond Public Schools  
Summer School Salary Schedule  
Effective July 1, 2015**

<b>Job Title</b>	<b>Hourly Rate</b>
Instructional Assistant	\$15.28
Library 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
Security Specialist	\$15.28
SIS Operator	\$17.71
Teacher	\$22.18
Testing Coordinator	\$22.18

<b>Job Title (Substitute)</b>	<b>Hourly Rate</b>
Secretary	\$7.42
Security Specialist	\$7.42
Teacher	\$10.20

**Richmond Public Schools  
Supplemental Compensation Schedule  
Effective July 1, 2015**

**Doctorate** \$1,200  
For positions that do not require a Doctorate Degree

**Masters**  
School Nurse \$1,200

**National Board Certification - Teachers**  
Teachers who achieve National Board Certification 5%

**Program Certification – Support Employees**

Basic Certificate	\$144
Associate Professional/Approved Program	\$216
Advance I	\$288
Advance II	\$360
Advance III	\$432
Professional	\$504
Masters	\$576

**Special Assignments**

Acting Director	5%
Additional Responsibilities/Supervisory/Administrative - <b>(Annually)</b>	5%
Band Director	11%
Certified Nurse Aide Program Coordinator	5%
Department Head	5%
Administrative Dean	5%
Occupational, Physical & Art Therapist	10%
School Nutrition Services Manager	
2 schools	10%
3 schools	15%
Speech Pathologist	10%
Student Activities Director	13%
Additional Teaching Period (Daily per class)	\$25
Full-Day Assignment of Instructional Assistant as Teacher Substitute (Daily Rate)	\$35
Lead Security Specialist (Annual Salary Supplement)	\$960
Night Differential	\$1,248
<b><i>(Special Note: Percentage is based on current salary)</i></b>	

**Richmond Public Schools**  
**Supplemental Pay for Virginia High School League Activities**  
**Effective July 1, 2015**

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

*(Special Note: (\*) see page 29 for details)*

**Richmond Public Schools  
Supplemental Pay for Extracurricular  
Effective July 1, 2015**

TITLE	YEARS OF ACTIVITY EXPERIENCE	
	0 - 5	6 +
SCA	\$1,000	\$1,200
Yearbook – Head	\$1,200	\$1,500
*Yearbook – Assistant	\$800	\$1,000
Magazine	\$900	\$1,200
*Trainer (ATC Certification Per Season)		\$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
Senior Class Sponsor	-----	\$1,000
Junior Class Sponsor	-----	\$500
Sophomore Class Sponsor	-----	\$400
Freshman Class Sponsor	-----	\$300
National Honor Society	-----	\$600
Approved Clubs	-----	\$600
*School Finances	\$1,100 Up To	\$5,000
Other Activities As Needed		\$600

*(Special Note: (\*) see page 29 for details)*

**Richmond Public Schools  
Supplemental Pay for Extracurricular  
(Continued)  
Effective July 1, 2015**

Lockers	Number of Students	
	1 – 600	\$500
	601 – 1,200	\$800
	1,201 +	\$1,000

Textbooks	Number of Students	
	1 – 600	\$500
	601 – 1,200	\$800
	1,201 +	\$1,000

**Alternative High Schools**

TITLE	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

**Richmond Public Schools  
Supplemental Pay for Extracurricular  
(Continued)  
Effective July 1, 2015**

**Middle Schools**

TITLE	AMOUNT
Approved Clubs	\$300
Intramural Per Month	\$300

**Elementary & Secondary Schools**

TITLE	AMOUNT
Service/Academic 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.

NOTE: \$300 is deducted from VHSL Sports Supplements for non-certified coaches. Coaches must be certified by the American Sports Education Program to receive the full supplement.

**Richmond Public Schools  
Contract Schedules  
Effective July 1, 2015**

<b>2015 - 2016 Contract Schedule</b>			
<b>Contract Length</b>	<b>Contract Start &amp; End Date</b>	<b>Pay Day Start</b>	<b>Pay Day End</b>
<b>Teacher / Support</b> <b>261 days</b> (24 checks)	07/01/15 – 06/30/16	July 15, 2015	June 30, 2016
<b>Teacher / Support</b> <b>216 days</b> (24 checks)	08/3/15 – 06/30/16	August 15, 2015	July 31, 2016
<b>Teacher</b> <b>204 days</b> (24 checks)	08/19/15 – 06/29/16	August 31, 2015	August 15, 2016
<b>Teacher</b> <b>200 days</b> (24 checks)	08/26/15 – 06/22/16	September 15, 2015	August 31, 2016
<b>Support</b> <b>201 days</b> (24 checks)	08/24/15 – 06/29/16	August 31, 2015	August 15, 2016
<b>Support</b> <b>191 days</b> (24 checks)	08/31/15 – 6/22/16	September 15, 2015	August 31, 2016
<b>Support</b> <b>191 days</b> (20 checks)	08/31/15 – 6/22/16	September 15, 2015	June 30, 2016
<b>Patrick Henry Support</b> <b>216 days</b> (24 checks)	7/20/15 – 6/23/16	August 15, 2015	July 31, 2016
<b>Patrick Henry Teacher</b> <b>204 days</b> (24 checks)	7/20/15 – 6/23/16	August 15, 2015	July 31, 2016
<b>Patrick Henry Teacher</b> <b>200 days</b> (24 checks)	7/27/15 – 6/16/16	August 15, 2015	July 31, 2016
<b>Patrick Henry Support</b> <b>191 days</b> (24 checks)	7/27/15 – 6/16/16	August 15, 2015	July 31, 2016
<b>Transportation – Bus Operators/ Monitors</b> <b>184 days</b> (24 checks)	08/26/15 – 08/28/15 (3 days) 9/08/2015 – 6/17/2016	September 15, 2015	August 31, 2016
<b>Transportation – Bus Operators/ Monitors</b> <b>184 days</b> (20 checks)	08/26/15 – 08/28/15 (3 days) 9/08/2015 – 6/17/2016	September 15, 2015	June 30, 2016
<b>Nutrition Services</b> <b>183 days</b> (24 checks)	09/3/15 – 06/20/16	September 15, 2015	August 31, 2016
<b>Nutrition Services</b> <b>183 days</b> (20 checks)	9/3/15 – 06/20/16	September 15, 2015	June 30, 2016

Note: Employees are paid according to their contract length. Therefore, a change in contract length will affect an employee's start and end pay dates.





A Publication of Richmond Public Schools  
Richmond, Virginia

In accordance with federal laws, the laws of the Commonwealth of Virginia and the policies of the School Board of the City of Richmond, the Richmond Public Schools does not discriminate on the basis of sex, race, color, age, religion, disabilities or national origin in the provision of employment and services. The Richmond Public Schools operates equal opportunity and affirmative action programs for students and staff. The Richmond Public Schools is an equal opportunity/affirmative action employer. The School Board also supports equal opportunities and treatment of all individuals regardless of sexual orientation. The Section 504 Coordinator is Dr. Michelle Boyd, Richmond Public Schools, 301 North Ninth Street, Richmond, Virginia 23219, (804) 780-7911. The ADA Coordinator is Mr. Thomas Kranz, Assistant Superintendent, Operations, 301 N. Ninth St., 17th Floor, Richmond, VA 23230-4117 (804) 780-6211 The Title IX Officer is Ms. Candice Hunter, Richmond Public Schools, 301 North Ninth Street, Richmond, Virginia 23219, (804) 780-7325. The United States Department of Education's Office of Civil Rights may also be contacted at 400 Maryland Avenue, SW, Washington, DC 20202, (202) 401-2000 or 1-800-872-5327.

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